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7

Bargaining and the Nursing Profession

Labor Requirements for School Construction

Wages in Nonmetropolitan Areas

Plan for Equal Job Opportunity at Lockheed

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Monthly Labor Review

UNITED STATES DEPARTMENT OF LABOR • BUREAU OF LABOR STATISTICS

LAWRENCE R. KLEIN, *Editor-in-Chief*

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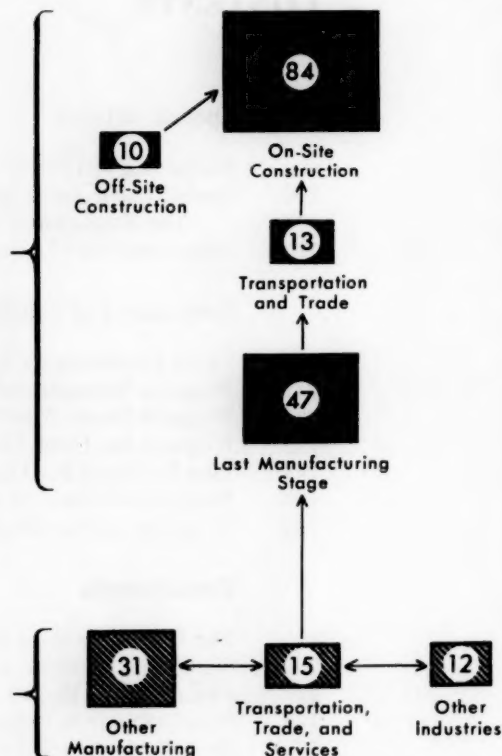
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Labor Used in School Construction

Each \$1,000 Spent for
School Construction Creates
212 Man-Hours of Employment

154 of these hours
are used in
industries directly affected
—those involved in the
construction and in the
production and distribution
of materials used at the site

The other 58 hours
are used in
industries that
supply goods or services
to the
industries directly affected



Details about the kinds of workers employed in the jobs created, the materials used in building schools, and an analysis of variations by cost and type of school, type of construction, and region are given in the article on pp. 724-730 of this issue. More comprehensive information on the study will be published in BLS Bull. 1299, Labor Requirements for School Construction.

The Labor Month in Review

ON JULY 10, Federal District Court Judge Sylvester J. Ryan issued an 80-day Taft-Hartley injunction against the maritime strike, dated back to July 3, when the strike was suspended by a temporary restraining order. The strike, which had begun on June 16, had involved some 70,000 workers on all three coasts. The court rejected the contention of the Marine Engineers' Beneficial Association and the Masters, Mates and Pilots that as supervisory employees they are not subject to the Taft-Hartley Act. Judge Ryan directed the union and management groups to continue bargaining to attempt to reach agreement on all issues before the injunction runs out on September 21.

Some settlements had been made before the strike, and mediation efforts of the Presidential Board of Inquiry appointed on June 26 resulted in other tentative agreements. All negotiations were complicated by rivalry between the Seafarers and the National Maritime Union, with the other unions drawn to one side or the other. The Seafarers had made some agreements for 4-percent package increases in 1-year contracts, while the NMU had signed with some employers for a wage increase of 10% percent over a 4-year period, plus increased fringe benefits. The toughest union demand to resolve—the right to bargain for seamen on “flag of convenience” ships—was referred to a Government committee by the NMU contracts. The Seafarers obtained employer permission to organize men on such ships. The NMU represents most of the seamen on subsidized ships, whose owners are not permitted under Federal law, also to operate ships under foreign flags.

A weekend walkout of 15,000 warehousemen ended on June 19 with the signing of 3-year contracts negotiated jointly by the Teamsters and the International Longshoremen's and Warehousemen's Union with the Distributors Association of Northern California. The settlement reportedly included periodic hourly wage increases totaling 27 cents for men and 21 cents for women, an addi-

tional paid holiday (making a total of 9), and medical care for pensioners after June 1, 1962. Under arbitration of a reopener in the ILWU-Pacific Maritime Association agreement, 16,000 workers were granted wage increases effective June 12. Longshoremen received 6 cents an hour and clerks 8½ cents an hour (longshoremen work 6 hours at straight time and 2 hours at time and one-half, while clerks work a straight time shift of 8 hours). The award also increased the employer contribution, to maintain existing health and welfare benefits, by 2 cents, bringing it to 17 cents an hour.

In a progress report on the closing of three meat-packing plants issued on June 19, the Armour Automation Committee confirmed existing knowledge of the effects upon workers terminated by plant closings. The report concluded, among other things, that retraining “is likely to benefit only a minority of employees in a situation involving middle-age individuals who have limited formal education to start with.”

THE TEAMSTER CONVENTION, meeting in Miami Beach July 3-7, reelected James R. Hoffa as union president by acclamation and unanimously approved all actions taken by him and other union officers since the last convention in October 1957. Hoffa's only opponent in the election was Milton J. Liss, president of a local in Newark, N.J.; Liss withdrew halfway through a roll-call vote in which he had received 15 of the 1,875 votes cast. The delegates expanded the union's jurisdiction to cover all workers in all fields. They approved constitutional changes (a) compelling all locals to join areawide negotiations when a majority of locals in an area favors such action, (b) making local officers and business representatives automatically convention delegates, (c) raising monthly per capita dues to the international from \$0.40 to \$1 and (d) authorizing the union to join with other unions for the purpose of “creating and/or participating in any federation of labor organizations.”

Delegates to the Communications Workers convention, held in mid-July at Kansas City, approved a resolution on automation similar to the one originated by the UAW in April. It called for a “national security fund” for retraining costs and for the maintenance of a 40-hour pay level when weekly hours are reduced to less than 40 as a result of automation. The convention also

heard a report on a contract provision negotiated by the union with the American Cable and Radio Corp. which guarantees about 1,500 A.C. and R. employees that there will be no layoffs or pay reduction as a result of automation or merger. The only reduction of the work force permitted would occur through attrition. Those assigned lower rated jobs are guaranteed their previous rates of pay.

The United Federation of Postal Clerks, recently formed by the merger of three postal unions with memberships totaling 130,000, took in the 30,000-member National Postal Transport Association on July 1 after a referendum in that organization ratified merger by 3 to 1.

Early in July, Federal District Court Judge Edward A. Tamm ordered the Bakery and Confectionery Workers' Union (Ind.) to hold a special convention for election of officers on September 25. The court continued its supervision of the union under the case which was originally brought to oust James G. Cross, who has since resigned. James Landriscina is serving as provisional president.

THE MEETING of the AFL-CIO Executive Council, held June 26-29 at Unity House, Pa., adopted a progress report from the reactivated committee searching for a plan for settlement of jurisdictional disputes and assigned a special subcommittee to analyze and make recommendations on a memorandum on civil rights presented by A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters. Dealing with one long-festering jurisdictional struggle, the Council found the Sheet Metal Workers to have violated the "no-raiding" provisions of the AFL-CIO constitution and ordered the union to stop trying to gain representation at the Carrier Corp. plant at Syracuse, N.Y. The Sheet Metal Workers lost a close election at Carrier to the Steelworkers in January 1960. The Steelworkers struck the plant 3 months later, but they have not yet negotiated a contract and most of the workers have returned to their jobs.

The Executive Council issued another ultimatum to AFL and CIO organizations which have not merged, threatening revocation of charters of those groups which have not amalgamated by October 1. New Jersey is the only remaining State with separate statewide groups, but a number

of communities in New Jersey and other States still have dual organizations.

Abandoning the 2½-year-old organizing campaign among California farm workers, AFL-CIO President George Meany said that the Agricultural Workers Organizing Committee had obtained a peak of 3,500 members from a potential of about 250,000. Other AFL-CIO unions will welcome AWOC members and the Teamsters are also organizing farm workers in California. Meanwhile, farm organizations have contributed \$100,000 to help organize the Agricultural Insurance Exchange to insure farmers for 75 percent of losses from strikes occurring during harvesting.

LEGISLATION to increase minimum social security benefits from \$33 to \$40 a month August 1, 1961, was signed by President Kennedy on June 30. Other provisions lowered the age at which men may retire to 62 (with a reduced annuity), shortened the employment required to qualify for benefits, raised widows' benefits from 75 percent to 82.5 percent of an insured worker's retirement, and increased the earnings permitted a retired person before his benefits are reduced. To finance these changes and other liberalizations of the law, social security taxes will go up in several steps, reaching a maximum of 4½ percent on January 1, 1968.

On June 19, the U.S. Supreme Court ruled that a union holding a union shop contract clause under the Railway Labor Act cannot spend a member's dues for political activities to which he objects, but it refused to uphold an injunction against enforcement of the clause. The U.S. Supreme Court, basing its holding on the legislative history of the Railway Labor Act, determined that the aim of the law was to require employees to share the cost of collective bargaining. The Court said it failed to find any suggestion that Congress also meant to provide unions with the means to force employees, over their objections, to support political causes which they oppose. Justice Frankfurter, in dissenting, said that "An inference that Congress legislated regarding expenditure control in contradiction to prevailing practices ought to be better founded than on complete silence." Justice Black, who also dissented, would have held that the activity carried on under the union shop clause in this case violated the First Amendment.

Bargaining and the Nursing Profession

DANIEL H. KRUGER*

THE REGISTERED GRADUATE NURSE is turning increasingly to her professional association for assistance in improving her economic status. In 1946, the American Nurses Association (ANA) developed a long-range, comprehensive program of collective action designed to attract and retain nurses in the profession and improve their working conditions. To implement this economic security program, as it is called, the association has formulated procedures and techniques for acting as the representative of nurses, at their specific request, in matters affecting the terms and conditions of their employment.

This article briefly reviews the development of one aspect of the economic security program, collective bargaining. It also examines the principal policies of the ANA relating to collective bargaining, the conduct and the subject matter of negotiations, and the current status of collective bargaining for nurses. Lastly, an effort is made to evaluate the program.

As the number of technical and professional workers increases, we may see other professional associations assuming many, if not all, of the functions normally ascribed to a labor organization. If so, white-collar unionism may develop through professional organizations unaffiliated with a national labor federation. In meeting both the economic and professional needs of their members, these groups may well become the prototype of white-collar unionism.

Historical Development

The economic security program was a logical extension of the purposes for which the ANA was

organized in 1896. One of the original objectives of the association was to "promote the usefulness and honor, the financial and other interests of the nursing profession."¹ It was recognized that satisfactory working conditions are essential to the rendering of quality nursing service. Prior to the establishment of the economic security program, however, the techniques and procedures used by nurses to improve their working conditions consisted mainly of making ineffective recommendations to employers. There was a tendency among nurses, still fairly prevalent, to view as somewhat unethical any forthright effort to obtain higher salaries, better working conditions, and improved personal status within the employment relationship.

During the 1930's, the deterioration of employment conditions of nurses required some kind of action. In 1937, apparently fearful of inroads by the burgeoning unions, the ANA recommended that nurses not become members of unions at that time.² It maintained that "in their professional associations nurses have the instruments best fitted and equipped to improve every phase of their working and professional lives." Therefore, more effective use of existing professional associations was required to solve the problems of nurses and nursing. In 1938, the ANA urged the State nurses associations to assume responsibility in their communities for standards of nursing care and employment conditions of nurses.³ The State groups were to provide assistance to their affiliated district nurses associations in studying and acting on these problems. The national association, in turn, was to recommend appropriate policies on these problems and make information regarding them available to the States for dissemination to the district groups. Several of the State nurses associations attempted to follow through on these policies, but with little success.

World War II accentuated the economic problems of professional nurses especially in booming industrial areas. The California State Nurses Association had adopted a basic salary schedule for general staff nurses in 1941, but the hospitals

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¹ *Manual for an Economic Security Program*, 2d. ed. (New York, ANA, 1956), p. 1.

² Editorial, "Nurse Membership in Unions," *American Journal of Nursing*, July 1937, pp. 766-767.

³ "Digest of Minutes, Board of Directors, American Nurses Association," *American Journal of Nursing*, March 1938, pp. 329-330.

were unwilling to raise salaries to this scale.⁴ The wage freeze order of October 3, 1942, by President Roosevelt added another obstacle to improving salaries. The need for guidance at the national level was becoming more apparent. The General Staff Nurses Section at the 1942 ANA convention adopted a resolution urging the ANA and the National League of Nursing Education to take the leadership in the development and adoption of salary schedules and personnel standards for general staff nurses.⁵

When the California State Hospital Association failed to accept the proposed minimum standards for general staff nurses, the State nurses association in 1943 polled its members on whether they wished their association "to take dynamic action in the economic interests of its membership."⁶ With the members' overwhelming support, the State group applied to the National War Labor Board (NWLB) for assistance, acting "in full dignity as a professional organization and not as a labor union."⁷ In September 1943, the NWLB approved the standard salary rates for all staff nurses sought by the nurses association.

Having demonstrated the efficacy of group action, the California State Nurses Association became the collective bargaining agent for those nurses who so desired, negotiating its first agreement in 1946.⁸ The successful California experience prompted the ANA to discuss the possibility of developing collective bargaining procedures and techniques as its official policies.⁹ As the biennial convention was approaching in 1946, the subject of collective bargaining occupied a prominent place on the agenda. An editorial in the

official publication of the ANA pointed out: "Collective bargaining is not to be confused with labor unionism. Collective bargaining is used by many organizations other than labor unions."¹⁰ A report considered at the convention recommended that organized nursing assume the responsibility for advancing the social and economic security of nurses rather than leave it to organizations outside nursing.¹¹

The convention unanimously adopted the economic security program. The program has two objectives: "(1) to secure for nurses, through their professional associations, protection and improvement of their economic security—reasonable and satisfactory conditions of employment; and (2) . . . to assure the public that professional nursing service of high quality and in sufficient quantity, will be available for the sick of the country."¹²

Major Collective Bargaining Policies

The program required direction and assistance from the ANA. The association developed policies to serve as guidelines for the State associations in the conduct of collective bargaining and established an economic security unit to provide needed assistance to the States. The following policies are examined briefly because they reflect the attitude of professional nurses toward collective bargaining: (1) the conduct of the program itself; (2) the membership policy; (3) the no-strike pledge; and (4) the neutral positions of nurses in labor disputes.

In adopting this program, the ANA affirmed that "the several State and district associations are qualified to act and should act as the exclusive agents of their respective memberships in the important fields of economic security and collective bargaining."¹³ It also urged all State and district nurses associations to "push such a program vigorously and expeditiously." The programs were to be conducted by the State associations with the ANA serving as a guide, interpreter, and clearing house, as well as a source of moral support. The State nurses associations were charged with the responsibility for the program because they had "the resources, objectivity, prestige, and unified knowledge necessary to carry on a successful economic security program"; the district nurses associations were too limited in resources and their

⁴ Editorial, "Private Duty Nurses Plan Staff Replacement," *American Journal of Nursing*, March 1942, p. 295.

⁵ "The Biennial," *American Journal of Nursing*, July 1942, p. 762.

⁶ Editorial, "Long on Funds—Short on Personnel," *American Journal of Nursing*, July 1943, p. 618.

⁷ *Ibid.*

⁸ *Manual for an Economic Security Program*, op. cit., p. 2.

⁹ W. C. Scott, "Shall Professional Nurses Associations Become Collective Bargaining Agents for Their Members?" *American Journal of Nursing*, March 1944, pp. 231-232. Mr. Scott, the ANA attorney, discussed for the board of directors the changes in bylaws which would be required if the State nurses association became the bargaining agent for its members. He also reported on the collective bargaining activities of the American Society of Civil Engineers.

¹⁰ Editorial, "Employment Conditions for Registered Nurses," *American Journal of Nursing*, July 1946, p. 437.

¹¹ Raymond Rich Associates, "Report on the Structure of Organized Nursing," *American Journal of Nursing*, October 1946, pp. 659-660.

¹² "The ANA Economic Security Program," *American Journal of Nursing*, February 1947, p. 70.

¹³ *Manual for an Economic Security Program*, op. cit., p. 1.

boundaries too arbitrarily defined. Criteria were later established for evaluating the State programs in relation to the official ANA policy.¹⁴

In 1948, the ANA advised the State nurses associations against the establishment of economic security programs for nurses jointly with State hospital associations. The rationale was that "Currently accepted principles of democratic employee organizations . . . require the spokesman and agent to maintain a properly responsible relationship with . . . groups represented and to abstain from any collusive relationships with the employer . . ." ¹⁵ Also in 1948, the ANA advised the State associations against drafting or extending agreements with employers of nurses without proper authorization from the nurses involved. The reasons advanced were: (1) such agreements were not likely to be held legally valid or enforceable if tested, and (2) such agreements were against "accepted principles of democratic employee organization and legal rules governing agencies proposing to act as spokesman . . . of employed persons or groups . . ." ¹⁶

While the State associations were to have responsibility for the program, the right and authority to establish minimum standards of employment for their memberships were vested in the State sections of general duty nurses, public health nurses, occupational health nurses, etc. These groups, being close to the plane of action, were best qualified to determine the conditions of employment under which they would exercise their particular nursing skills. The board of directors of the State associations, however, had to approve these standards before they became official and the local units were responsible for implementing them.

The membership policy enunciated in 1946 proclaimed that "Since it is the established policy of other groups, including unions, to permit membership in only one collective bargaining group, the association believes such policy to be sound for the State and district nurses associations."¹⁷ Subsequently, the ANA maintained that State associations should discourage nurses' membership in other organizations when the activities of such organizations were directly in competition with the economic security program of the State association.¹⁸ Membership in both types of organizations was, however, not prohibited.

Recognizing that the nursing profession and employers of nurses share responsibility for providing adequate nursing service to the public, the ANA adopted the no-strike policy in 1950. It reaffirmed its belief that the professional nurses' responsibilities required "voluntary relinquishment of the exercise of the right to strike and of the use of any other measures wherever they may be inconsistent with the professional nurses' responsibilities to patients; and . . . its conviction that this voluntary relinquishment of measures ordinarily available to employees in their efforts to improve working conditions imposes on employers an increased obligation to recognize and deal justly with nurses through their authorized representatives in all matters affecting their employment conditions."¹⁹

The "nurses in dispute" policy ²⁰ was adopted in 1950 to provide a guide to individual nurses for "their proper conduct during employer-employee negotiations or disputes in their places of work." Because professional nurses have direct legal and ethical obligations to patients, they "should maintain a scrupulously neutral position in regard to labor-management relations between their employers and non-nurse employees . . . They should neither refuse, as partisans of the non-nurse employees, or fail to carry out their proper and necessary nursing duties, nor, as partisans of management, accept the assignment of duties normally discharged by non-nurse personnel unless a clear and present danger to patients exists." Thus, while nurses are to occupy a neutral position, the "doctrine of personal responsibility" takes precedence should the occasion demand it. The professional nurse is expected always to give primary consideration to the welfare of the patient.

The Conduct of Collective Bargaining

With these policies as guidelines, the ANA has developed a unique approach to collective bargaining. The State associations are responsible for the program; therefore, the ANA itself neither

¹⁴ Criteria for the Evaluation of State Programs in Relation to Official National Policy," *American Journal of Nursing*, October 1949, pp. 656-657.

¹⁵ *Manual for an Economic Security Program*, op. cit., p. 2.

¹⁶ *Ibid.*

¹⁷ "The Biennial," *American Journal of Nursing*, November 1946, p. 728.

¹⁸ *Statement Clarifying ANA Dual Membership Policy* (ANA, Dec. 12, 1956).

¹⁹ *Manual for an Economic Security Program*, op. cit., p. 4.

²⁰ *Nurses in Dispute Policy* (New York, ANA, May 4, 1959, mimeographed).

engages in any collective bargaining nor establishes minimum employment standards. Currently, 48 of the 54 jurisdictions affiliated with the ANA have officially adopted the economic security program.²¹ The board of directors of the State association is directly responsible for the overall administration of the program, of which its executive secretary is the chief administrator. In several of the larger States, full-time staff members are assigned to it.

The State associations, with one exception (discussed later), negotiate with employers when authorized to do so by the nurses involved. Every effort is made to get 100-percent authorization from the nurses so as to strengthen their bargaining position. The State associations do not negotiate with State hospital associations but do have agreements with local hospital councils. The State nurses associations perform a variety of other functions in connection with the economic security program. Of particular significance to the collective bargaining process is the assistance given the several sections in preparing their statewide minimum standards, organizing local units, and maintaining close liaison with the district associations.

Under the ANA approach, the district nurses associations do not negotiate agreements; yet there is one district which has one agreement covering two employers. The district group's responsibilities are primarily to stimulate and maintain membership interest in the program, identify problem areas in the district, promote organization of local units, and channel requests for assistance to the State office.

The State section is considered "the heart of the program" because it formulates the specific minimum employment standards of its members. After a study of the members' economic needs and general welfare, committees of the various sections develop standards which include, among other things, basic salary, hours of work, holidays, vacations, and professional development. These are reviewed and revised periodically. In 1960, 46 State sections of both general duty and private duty nurses and 42 sections of public health nurses had formulated standards for their respective groups.

The local units are viewed as the key to a successful economic security program. According to the ANA, they are "essential if the program is to

achieve its objectives."²² A local unit is defined as an organization of professional nurses employed at the same level by a common employer; for example, an institution. The unit is the action arm of the State nurses association, though the State group, as indicated, negotiates with employers for written agreements. The local unit provides the instrument for establishing conditions of employment, handling grievances, and administering the agreement. It serves as a channel of communications between the nurse on the job and the State association. Although the ANA ascribes an important role to the local unit, all States do not use this arrangement. As of March 1961, 28 States reported local units in operation.

The Current Status of Agreements

In June 1960, ANA records showed 75 agreements in effect involving 115 institutions and covering approximately 8,000 professional nurses. Six State associations had negotiated 74 of these and a district association, the other one. About eight-tenths of the agreements covered nongovernmental employers, and about nine-tenths were with a single employer. Five of the multi-employer agreements applied to almost two-fifths of the total number of institutions and approximately five-eighths of the nurses covered.

The number of nurses covered by each agreement varied considerably, from less than 10 to 2,500. Nearly three-fourths of the agreements covered fewer than 50 nurses, and about one-eighth involved 100 or more. Because almost all the institutions covered were hospitals, the size of the bargaining unit can best be delineated by the number of beds. About two-fifths of the hospitals had less than 99 beds and almost three-tenths had 200 or more, with the proportion of hospitals covered being highest among the larger ones.²³

The number of agreements in effect and their coverage do not truly reflect the extent or effectiveness of the economic security program. There

²¹ The associations which have not taken action are the Canal Zone, Georgia, Maine, Maryland, Virginia, and the Virgin Islands. The most recent State to formally adopt the program was Texas.

Except as otherwise indicated, the material in this and the following section is based on information obtained from the ANA.

²² *The Local Unit—Key to Your Economic Security Program* (New York, ANA).

²³ Information about hospital size was obtained from *Hospitals, Guide Issue* (Chicago, American Hospital Association, Aug. 1, 1960).

are State nurses associations that are improving the economic status of their members without having any success in negotiating agreements. Progress, though slow, is being made.

Subject Matter of Agreements

The agreements included many subjects usually found in other collective bargaining arrangements: recognition, coverage, salary, shift differential, special services differential, on-call pay, sick leave, vacations, holidays, seniority, health programs, and adjudication of grievances. Although agreements within a State followed the general pattern established in the minimum standards, which are formulated on a statewide basis, they were not identical; for example, salaries of general duty nurses varied within the same State. Coverage also varied. Some included only the staff nurses; others covered all professional nurses performing nursing services, including supervisors (assistant head nurses and head nurses) but excluding assistant nursing directors and directors.

Under some agreements, all professional nurses either had to be members of the State nurses association or become members within 30 days after the contract date or subsequent hiring. If any nurse failed to become a member or to remain a member in good standing, she was subject to dismissal by the hospital on request of the State association. In other agreements not requiring membership in the ANA, elective membership was highly recommended. The checkoff of association dues, if a certain number of nurses requested it, was also provided in some agreements.

Most of the agreements examined included automatic increases in salary after a specified period of continuous service (for example, 6 months or 1 year) up to a maximum for each category of nurses. All provided for premium pay on the afternoon and evening shifts. A special service differential was usually provided for nurses assigned to work in the operating or delivery rooms or to communicable disease nursing. Under the on-call pay clauses, nurses on call for duty in both the operating and delivery rooms received additional pay, usually one-half the straight-time rate for each 8-hour day. Several of the agreements had a report-pay clause under which the nurse reporting to work and sent home because of a low patient census received 4 hours' pay.

The 40-hour, 5-day week was standard. Overtime was to be compensated at time and a half or compensatory time off was to be given within a prescribed number of days. Work on more than 2 of any consecutive 4 Sundays was to be compensated at a premium rate, usually time and a half. The work schedule generally provided for 2 consecutive days off each week, to be Saturday and Sunday every other week. Many of the agreements prohibited split shifts unless they were mutually agreeable. Provisions for leaves of absence covering maternity, education, and illness were universal. Another prevalent clause dealt with posting work schedules in advance.

Paid holiday and vacation arrangements were also included in all agreements. In most instances, there were 7 paid holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas, and Good Friday or Washington's Birthday. If a nurse worked on these holidays or if the holiday fell on her day off, she was to have an alternate day off. Vacation allowances were fairly standard for the first year of continuous service—usually 2 weeks (10 working days). For longer service, there was considerable variation, ranging from 4 weeks of vacation pay after 5 or more years of service to 3 weeks after 10 years.

Health programs were almost uniform. A pre-employment and an annual physical examination were provided without cost by the employer. Some employers provided Blue Cross coverage without charge to eligible nurses; for example, full-time regular professional nurses or those covered by the agreement.

Only one agreement provided for a pension plan, and that covered industrial nurses in a large manufacturing firm.

Most agreements examined were silent on seniority arrangements and procedures to be followed on promotions, reduction of work force, or recall.

Most agreements contained grievance procedures covering any controversy arising over the interpretation or proper application of the terms of the agreement. The number of steps in the procedure varied, because some did not include arbitration as the terminal step. A typical grievance procedure in one State had four steps:

1. Nurse and immediate supervisor or director of nursing.
2. Nurses' committee and hospital management.

3. Referral by the nurses' committee to the State nurses association, whose representative was to meet with the hospital management within a prescribed time.

4. Referral to a committee, composed of representatives of both the hospital and the State nurses association, whose decision is final and binding.

The agreements with such a procedure were silent as to what would be done if this committee failed to agree.

In another State, step 4 involved an "adjustment board" composed of two representatives from the hospital and two from the State nurses association. If the board did not resolve the grievance, it was to go to arbitration.

The largest multiemployer agreement (covering 20 hospitals) had both a "joint committee of interpretation" and a grievance procedure. The former, composed of two representatives of the hospitals and two from the State nurses association, would consider any questions of interpretation or application of the terms of the agreement referred to it. If the committee could not agree, the grievance was to be referred back to the individual hospital and the State nurses association for resolution through a grievance procedure in which the final step was a board of arbitrators, with one representative from the hospital, one from the State nurses group, and a neutral.

The method of selecting the neutral member of a board of arbitrators varied. In one agreement, he was to be appointed by the State labor conciliator and in another, in the same State, by the judge of the county probate court. The supreme court of the State appointed the neutral arbitrator in a third, while in still another, the presiding judge of the local superior court did so.

Agreements usually were of 1- or 2-year duration. None exceeded 2 years and most were for 1 year, with provisions for automatic renewal unless either party gave notice. None of the 2-year agreements contained a reopening clause.

One of the more striking features of these agreements was the provisions relative to part-time nurses. It has been estimated that almost one-sixth of all professional nurses in the United States are employed part time;²⁴ in hospitals and related institutions, the proportion is probably much higher. All hospital agreements examined contained clauses dealing with these nurses. A regular part-time nurse was generally defined as one working at least 20 but less than 40 hours a week during a prescribed period. Some of the

agreements also covered staff relief nurses who worked less than 14 consecutive working days a month, nurses who worked less than 20 hours a week, and those who did not work a regular, predetermined schedule.

The regular part-time nurses were usually paid at an hourly rate based on the basic minimum salary specified in the agreement. They received most of the supplementary benefits on a prorated basis, although certain benefits (for example, group health insurance) were sometimes restricted to regular full-time nurses. The staff relief nurses were usually compensated at the daily rate received by a private-duty nurse for an 8-hour period. These nurses normally did not receive supplementary benefits. In some agreements, the part-time nurses, especially those working less than 20 hours a week, received a differential; for example, 10 percent above their regular hourly rate in lieu of benefits.

Problems and Prospects

Since the ANA officially adopted its economic security program in 1946, progress, as noted, has been steady but slow. The obstacles impeding a more rapid extension appear to be the following: (1) the attitude of the nurses themselves; (2) employer resistance; and (3) inadequate legal protection.

Active support of the program by professional nurses has been slow in developing. Nurses by training have been primarily concerned with the nursing arts. Speaking out on such matters as economic standards and improved working conditions for their group is a relatively new concept. Nurses, as a group, appear to feel uneasy in this new role, which they view as unprofessional.²⁵ There is also uncertainty and confusion regarding the relationship between the nurses' professional ethics and collective bargaining.²⁶ Collective bar-

²⁴ As of January 1960, of the estimated 504,000 professional nurses in the United States, at least 90,000 are employed part time (ANA news release, Jan. 19, 1961).

²⁵ For a ready acceptance of this role, see Patricia D. Horgan, "It's Not Just A Matter of Higher Salaries," *RN*, April 1961, pp. 38-45.

²⁶ For more discussion on this point, see Herbert R. Northrup, "Collective Bargaining by Professional Societies," in R. A. Lester and J. Shister, eds., *Insights Into Labor Issues* (New York, Macmillan Co., 1948), ch. VI, especially pp. 137-142. Also see his article, "Collective Bargaining and the Professions," *American Journal of Nursing*, March 1948, pp. 141-144. For a similar point of view, see J. B. Gillingham, "Collective Bargaining and Professional Ethics," *American Journal of Nursing*, April 1950, pp. 214-216.

gaining is confused with unionism, which is regarded as incompatible with professional ethics. It is felt that by engaging in activities normally associated with unionism, the profession will lose prestige. One phase of the economic security program, the education of the membership, has a twofold purpose: to moderate this viewpoint and to develop nurses' support for collective bargaining.

Employer resistance represents another critical barrier to expanding the program. Despite growing recognition that nurses' salaries and working conditions need to be improved, employers of nurses, as a group, appear to oppose collective bargaining. Apparently they want complete freedom and independence in determining employment conditions. The prevalence of this attitude has led to the charge that "hospitals are the last bulwark in our society to retain authoritarian administration."²⁷ Another recent criticism is that hospitals have "outmoded administrative practices."²⁸ Employers have tended to view the economic security program solely as a means to raise the economic status of nurses. Its ultimate objective, however, is to improve the quality of

patient care. Through both consultation and the provision of information, State nurses associations have sought to promote employer understanding of this objective and, at the same time, to develop support for economic improvements for its members.

Inadequate legal protection is a third factor retarding collective bargaining in the nursing profession. Many nurses are denied protection in the exercise of the rights guaranteed by the National Labor Relations Act, which exempts from coverage nonprofit hospitals and publicly owned hospitals, both Federal and non-Federal. Moreover, the National Labor Relations Board has declined to assert jurisdiction over most proprietary hospitals.²⁹ On the other hand, no Federal law bars nurses from engaging in collective bargaining to improve their economic status.

State laws affecting the rights of public and private employees to bargain collectively are few in number, but they vary considerably.³⁰ The conduct of collective bargaining for nurses employed in State, county, and municipal units poses special difficulties. Generally, the State prescribes unilaterally the terms of public employment, though there are examples of formal and informal arrangements between heads of State institutions or operating departments and employee organizations.³¹ The ability of county or municipal hospitals to bargain collectively depends, in most instances, on the public policy of the State; but in more and more States, the local governments are permitted to decide for themselves. Despite these statutory provisions on bargaining, various limited or substitute actions are possible for public employees.³² For nurses in nonprofit and proprietary hospitals, collective bargaining is not barred, but legal protection is extremely limited. Only 12 States and Puerto Rico have labor relations acts, and their coverage of hospitals is not uniform.³³ For example, five of the acts offer no protection to bargaining in private hospitals and four are silent on nonprofit hospitals. To the extent that the legal framework, Federal and State, affects collective bargaining of professional nurses, one aspect of the economic security program is to seek improvements in labor legislation as it affects the rights of nurses.

²⁷ Address by Theresa Wolfson, December 8, 1960, ANA Economic Security Conference held at Cornell University, December 4-9, 1960.

²⁸ Ella B. Stonshy, quoted by ANA in *Legislative News*, April 3, 1961, p. 3.

²⁹ *Flatbush General Hospital and Local 144, Hotel and Allied Service Employees Union*, 126 NLRB No. 22 (Jan. 13, 1960). The basis on which the Board declined to assert its jurisdiction was that, even though the hospital met the Board's jurisdictional standards, such hospitals service local residents, their operations are subject to regulation by States, and the 1959 amendments to the act provide for State assumption of jurisdiction in situations where the Board does not assert its jurisdiction. The New York State Labor Relations Board had previously determined that it was without jurisdiction over such hospitals.

The Board has asserted jurisdiction over a proprietary hospital only where the hospital was located in the District of Columbia, where its operations vitally affected national defense, or where it was an integral part of an establishment whose operations met the Board's jurisdictional standards.

³⁰ For a brief review of these laws, see *State Laws Affecting the Rights of Public and Private Employees to Bargain Collectively* (ANA Memorandum, Feb. 25, 1961). See also "Trends in Labor Legislation for Public Employees," *Monthly Labor Review*, December 1960, pp. 1293-1296.

³¹ Sterling D. Spero, *Government as Employer* (New York, Remsen Press, 1948), p. 223. See also Morton Robert Godline, *The Labor Problem in the Public Service: A Study in Political Pluralism* (Cambridge, Mass., Harvard University Press, 1951), pp. 233-259.

³² For a discussion of these substitute actions, see *Collective Bargaining by State, County and Municipal Employees*. (ANA Memorandum, Mar. 29, 1954.)

³³ For a thorough discussion of these acts as they relate to hospitals, see David R. Kochery and George Strauss, "The Non-Profit Hospital and the Union," *Buffalo Law Review*, Winter 1960, pp. 255-282. For an excellent study of the experience of one State, see Hyman Parker, "The Laws Governing Labor-Management Relations in Michigan Hospitals," in *Labor Relations in Hospitals* (Ann Arbor, University of Michigan, Bureau of Hospital Administration, 1960), pp. 5-27.

Special Labor Force Report

EDITOR'S NOTE.—*The article which follows is part of a series of reports on special labor force subjects studied in connection with the regular monthly surveys of the labor force. Preprints (No. 2369) of this article are available upon request to the Bureau or to any of its regional offices (listed on the inside front cover of this issue).*

The Employment of Students, October 1960

CARL ROSENFELD*

YOUNG MEN AND WOMEN who combine school with work are a small but important segment of our work force. While they comprised only 5 percent of all employed persons in October 1960, they represented a much larger proportion of all workers in some occupations and industries. More important than their numbers is the fact that employment enables many of the students, especially those of college age, to continue further with their education and training than would otherwise be possible. These student workers are a substantial nucleus of our potential labor supply of professional, technical, and skilled workers who will be needed in ever expanding numbers during the coming years to meet rapid technological developments in our industrial society.

About 2.1 million students of high school age (14 to 17 years old) and 1.1 million of college age (18 to 24 years old) were working in October 1960; another quarter of a million were looking for work (table 1). About the same numbers of students were employed and unemployed in 1960 as a year earlier, but since the total attending school increased, the proportion in the labor force declined.¹

In contrast to the stable level of employment among students, employment of persons 14 to 24 years of age not in school edged upward over the year by about 4 percent, a rise in line with the increase in population in that age group.

The information presented in this article on employment and unemployment of school-age persons in October 1960 is derived from the

monthly survey of the labor force conducted by the Bureau of the Census for the Bureau of Labor Statistics.²

Employment Trend, 1950-60

Employment of students 14 to 24 years of age rose much faster during the past 10 years than total civilian employment. The number of young students working full- or part-time jumped 35 percent from October 1950 to October 1960, rising from 2.3 million to about 3.2 million, while total civilian employment of persons aged 14 and over rose by less than 10 percent. Although the gain in the number of men students working was much larger than for women, 500,000 and 300,000, respectively, the increase was relatively greater for women students. (See table 2.)

The upsurge in employment of students reflected the substantial gain in school enrollment since 1950 rather than in the proportion of students working outside school hours. Enrollments rose by almost 50 percent while the proportion of students who were employed or looking for work remained almost unchanged at about 25 percent. However, there were sharp changes in labor force participation rates for some groups of students during the 10-year period. For men 14 to 17 years of age, the rate declined appreciably between 1950 and

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¹The survey on employment of students in October 1959 was analyzed in the July 1960 issue of the *Monthly Labor Review* (pp. 705-709) and BLS Special Labor Force Report No. 6. Previous surveys of the labor force status of young persons have been summarized by the Bureau of the Census in *Current Population Reports, Series P-50, Nos. 90, 83, 71, 64, 58, 51, 47, 41, 32, 25, and 14*. Basic data for school enrollment appear in the Bureau of the Census *Current Population Reports, Series P-20*.

²Since the estimates presented in this article are based on a sample of households, they may differ from the figures that would have been obtained from a complete census. The sampling variability may be relatively large in cases where the numbers are small. Therefore, smaller estimates, or small differences between estimates, should be interpreted with caution.

1953 and then increased in subsequent years, but was still below the October 1950 level when the most recent survey was made. On the other hand, the participation rate for both male and female students aged 20 to 24 rose significantly over the decade.

Average yearly expansion in employment of students between 1950 and 1960 tends to minimize the full extent of the growth during most of the postwar period because employment of these persons was significantly higher during the survey week in 1950 than in immediately prior or subsequent years. More students were working in October 1950 than would normally prevail due to accelerated business and industrial activity resulting from the start of the Korean conflict and the large number of young persons employed in agriculture that year because of a relatively late fall harvest season. By October 1953, when the Korean hostilities had ended and the 1953-54 recession was in its early stages, only 1.8 million students under age 25 were working, about the same number as in the fall of 1948 and 1949, but one-fifth fewer than in October 1950. Between 1954 and 1960, employment of enrolled persons rose nearly every year.

In contrast to the rise in the number of working students during the 1950's, the employment of persons 14 to 24 years of age not attending school dropped by 16 percent to about 8 million. This

trend was due primarily to the decline of about 1 million in the number of persons not in school as enrollment rates moved up substantially during the past decade. For example, the rates increased from 71 percent in 1950 to 83 percent in 1960 for persons 16 and 17 years old, and from 29 to 38 percent for those 18 and 19 years old.

Labor Force Participation Rates

One-fourth of all students 14 to 24 years of age were in the labor force in October 1960, working either full- or part-time or actively seeking work. During the past 5 years, this rate has remained relatively stable, varying not more than 2 percentage points. However, the extent of labor force participation for different student groups varies widely at any one time depending on sex, age, color, level of school in which enrolled, residence, and marital status.

More than a fifth of the students of high school age were in the labor force in October 1960 (table 3), but a considerably larger percentage of the boys (26) than the girls (17) were in the labor market. These ratios are relatively low primarily because employment opportunities for youth are limited by child labor laws which prohibit or restrict their employment.

Students 18 to 24 years of age are more likely to be in the labor force than younger ones, possibly

TABLE 1. SUMMARY OF ESTIMATES FOR STUDENTS AND NONSTUDENTS 14 TO 24 YEARS OLD, OCTOBER OF 1958-60
[Thousands of persons]

Employment status	1960						1959		1958	
	14 to 17 years			18 to 24 years			14 to 17 years	18 to 24 years	14 to 17 years	18 to 24 years
	Both sexes	Male	Female	Both sexes	Male	Female				
Civilian noninstitutional population.....	11,389	5,792	5,597	16,392	8,244	8,148	10,953	15,826	10,641	15,472
Enrolled in school.....	10,212	5,248	4,964	3,167	1,999	1,168	9,835	2,884	9,446	2,871
Civilian labor force.....	2,227	1,386	841	1,163	785	378	2,225	1,148	1,993	1,123
Labor force participation rate ¹	21.7	26.4	16.8	36.7	39.3	32.4	22.6	39.8	21.1	39.1
Employed.....	2,061	1,278	783	1,089	728	361	2,068	1,077	1,848	1,038
Agriculture.....	521	392	129	45	38	7	436	63	435	53
Nonagricultural industries.....	1,540	886	654	1,044	690	354	1,632	1,014	1,413	985
Unemployed.....	166	108	58	74	57	17	157	71	145	85
Unemployment rate ²	7.5	7.8	6.9	6.4	7.3	4.5	7.1	6.2	7.3	7.6
Not enrolled in school.....	1,147	544	603	13,225	6,245	6,980	1,118	12,942	1,195	12,600
Armed Forces.....	48	48	—	1,329	1,313	16	45	1,402	49	1,538
Civilian labor force.....	680	333	347	8,233	4,741	3,492	616	7,914	683	7,613
Labor force participation rate ¹	61.9	77.2	49.3	69.2	96.1	50.1	57.4	68.6	53.6	68.8
Employed.....	549	312	237	7,468	4,292	3,176	489	7,213	525	6,843
Agriculture.....	141	114	27	982	545	137	116	561	177	628
Nonagricultural industries.....	408	198	210	6,786	3,747	3,039	373	6,652	348	6,215
Unemployed.....	131	71	60	765	449	316	127	701	158	770
Unemployment rate ²	19.3	18.5	20.2	9.3	9.5	9.0	20.6	8.9	23.1	10.1

¹ Percent of civilian noninstitutional population in the labor force.

² Percent of civilian labor force.

SOURCE: For 1958, U.S. Bureau of the Census, *Current Population Reports, Series P-80, No. 80*.

because of a greater need of finances for their education and because many are married. Of the older students, 37 percent were in the labor force in October—39 percent of the men and 32 percent of the women.

The pursuit of a full-time college education appears to limit the ability of some students to work while school is in session. Precollege students 18 and 19 years of age in October 1960 were twice as likely to be in the labor force as full-time college students of the same age, and the same proportions (29 percent) of 16- and 17-year-old high school students and full-time college students 20 and 21 years of age were in the labor force. (See table 4.) A contributing factor to the rela-

TABLE 2. LABOR FORCE STATUS OF STUDENTS 14 TO 24 YEARS OLD, BY SEX, OCTOBER OF 1950 AND 1960

[Thousands of persons]

Year and sex	Civilian noninstitutional population enrolled in school	Civilian labor force		Employed
		Number	Percent of population	
Both sexes:				
1960.....	13,409	3,390	25.3	3,150
1950.....	9,189	2,421	26.3	2,331
Male:				
1960.....	7,245	2,171	30.0	2,006
1950.....	4,952	1,575	31.6	1,522
Female:				
1960.....	6,160	1,219	19.8	1,144
1950.....	4,207	846	20.1	809

SOURCE: For 1950, U.S. Bureau of the Census, *Current Population Reports, Series P-50, No. 31*.

tively high participation rate for precollege students may be the fact that a sizable proportion of them were employed in agriculture, where working hours can be more readily adjusted to school schedules than can hours of college students, almost all of whom work in nonagricultural industries. Among students attending college part time, 9 out of 10 were in the labor force. These students are primarily full-time wage earners who attend school only a few hours a week.

Married men 18 to 24 years of age who attend college are more likely to be in the labor market than the average male college student. Two-thirds of the married students in that age group were in the labor force in October compared with less than two-fifths of all college men. Two factors are primarily responsible for this situation. First, the married student is more likely to be attending school on a part-time basis while holding a full-time job and second, he is older than most

TABLE 3. CIVILIAN LABOR FORCE PARTICIPATION RATES¹ FOR STUDENTS AND NONSTUDENTS, BY AGE, 1947-60

October of each year	14 to 17 years		18 to 24 years	
	Enrolled in school	Not enrolled in school	Enrolled in school	Not enrolled in school
1960.....	21.7	61.9	36.7	69.2
1959.....	22.6	57.4	39.8	68.6
1958.....	21.1	59.6	39.1	68.8
1957.....	22.8	56.4	39.7	68.0
1956.....	23.4	62.5	40.0	68.8
1955.....	22.8	60.6	39.6	68.9
1954.....	20.9	57.6	31.3	66.6
1953.....	17.6	65.5	25.9	66.8
1952.....	19.6	70.8	26.6	66.1
1951.....	23.1	64.3	34.2	68.9
1950.....	24.0	68.7	33.7	71.2
1949.....	18.8	67.1	29.0	70.0
1948.....	19.2	72.5	24.3	69.6
1947.....	16.4	65.0	22.6	66.4

¹ Percent of civilian noninstitutional population in the labor force.

SOURCE: For 1947-58, U.S. Bureau of the Census, *Current Population Reports, Series P-50, No. 50*.

of his classmates and has a greater need to work to meet his financial responsibilities.

The labor force participation rate among persons not enrolled in school is much higher than among those in school, and it varies little by age. Among the 14- to 17-year-old youngsters no longer attending school, the rate in October 1960 was 62 percent, somewhat higher than in the past few years but significantly lower than the rates during the Korean hostilities. Among older out-of-school youths, however, the 1960 rate of 69

TABLE 4. SELECTED LABOR FORCE CHARACTERISTICS OF PERSONS 14 TO 24 YEARS OLD, BY TYPE OF SCHOOL ENROLLMENT AND AGE, OCTOBER 1960

Type of school enrollment and age	Labor force as percent of civilian noninstitutional population	Full-time workers ¹ as percent of total nonagricultural employment	Unemployed as percent of civilian labor force
Enrolled in school ²	25.3	19.8	7.1
Elementary or high school.....	23.0	8.7	7.7
14 and 15 years.....	16.2	2.0	3.2
16 and 17 years.....	28.7	6.5	10.2
18 and 19 years.....	44.2	30.3	12.7
College, full time ³	25.5	14.3	6.8
18 and 19 years.....	22.6	9.2	7.3
20 and 21 years.....	28.9	18.1	2.0
22 to 24 years.....	32.1	22.0	8.8
College, part time ⁴	90.7	90.4	2.5
20 to 24 years.....	90.7	93.4	2.1
Not enrolled in school.....	68.6	92.9	10.1
14 and 15 years.....	40.2		
16 and 17 years.....	64.7	(4) 80.3	(4) 18.6
18 and 19 years.....	73.2	91.3	14.8
20 and 21 years.....	70.4	94.1	9.3
22 to 24 years.....	66.4	94.7	6.2

¹ Full-time workers include persons working 35 hours or more during the survey week, persons who worked less than 35 hours but reported that they usually work full time, and persons with a job but not at work during the survey week.

² Subtotals include data not shown separately for ages 14 to 24 years.

³ Students attending 12 or more hours of college classes during the average school week were classified as full-time students.

⁴ Percent not shown where base is less than 100,000.

percent was comparatively unchanged from those during the 1950's. Over 75 percent of the boys 14 to 17 years of age and nearly all of those 18 and 19 years of age who were out of school were in the labor force in October 1960 but only half the girls. Many of the girls marry upon leaving school or within a short period of time and become full-time housewives.

Hours of Work

Most students who find it necessary or desirable to obtain employment do not have much time to work. In October 1960, about four out of five of the students between the ages of 14 and 24 employed in nonagricultural industries reported that they usually worked less than 35 hours a week, about the same proportion as a year earlier. Jobholders not enrolled in school, however, had full-time employment in October 1960, with more than 9 out of 10 nonstudents falling into this category.

As indicated earlier, labor force participation rates were usually higher for older students and for men. Similar tendencies by age are evident in the number of hours worked by teenagers at nonagricultural jobs during the survey week (table 5). Older students generally worked more hours per week than their younger schoolmates, and girls usually worked fewer hours than boys. Young students tended to average only one-third as many hours as nonstudents in the same age-sex

TABLE 5. AVERAGE HOURS WORKED BY PERSONS 14 TO 19 YEARS OLD AT WORK DURING SURVEY WEEK, BY SCHOOL ENROLLMENT, TYPE OF INDUSTRY EMPLOYMENT, AND SEX, OCTOBER 1960

Type of industry, sex, and age	Enrolled in school	Not enrolled in school
NONAGRICULTURAL INDUSTRIES		
Male, 14 to 19 years.....	15	41
14 and 15 years.....	9	(1)
16 and 17 years.....	15	35
18 and 19 years.....	21	42
Female, 14 to 19 years.....	12	36
14 and 15 years.....	7	(1)
16 and 17 years.....	11	34
18 and 19 years.....	21	37
AGRICULTURE		
Male, 14 to 19 years.....	26	44
14 and 15 years.....	27	(1)
16 and 17 years.....	25	43
18 and 19 years.....	(1)	45
Female, 14 to 19 years.....	27	(1)
14 and 15 years.....	(1)	---
16 and 17 years.....	(1)	---
18 and 19 years.....	(1)	---

¹ Average not shown where base is less than 100,000.

TABLE 6. UNEMPLOYMENT RATES¹ FOR PERSONS 16 TO 19 YEARS OLD, BY SCHOOL ENROLLMENT AND SEX, OCTOBER 1955-60

Year and sex	Enrolled in school		Not enrolled in school		Total, 14 years and over
	16 and 17 years	18 and 19 years	16 and 17 years	18 and 19 years	
BOTH SEXES					
1960.....	10.4	9.0	18.6	14.8	5.0
1959.....	9.4	8.0	21.4	14.2	4.7
1958.....	8.5	7.9	24.3	13.7	5.5
1957.....	6.9	6.4	14.9	8.4	3.7
1956.....	7.4	5.0	11.7	6.1	3.1
1955.....	5.7	9.5	14.8	6.6	3.4
MALE					
1960.....	11.0	10.5	18.3	16.5	4.7
1959.....	10.0	9.4	25.7	15.1	4.3
1958.....	8.7	9.1	25.7	16.6	5.3
1957.....	6.9	8.0	15.4	10.9	3.5
1956.....	7.0	6.3	13.9	5.3	2.7
1955.....	6.2	10.0	18.4	5.9	3.0
FEMALE					
1960.....	9.5	6.2	19.0	13.0	5.7
1959.....	8.5	5.6	15.2	13.1	5.4
1958.....	8.1	6.2	22.5	11.0	5.9
1957.....	6.8	3.6	14.2	6.0	4.0
1956.....	8.0	2.5	8.5	6.9	4.0
1955.....	4.8	8.1	9.8	7.2	4.4

¹ Percent of civilian labor force who were unemployed.

SOURCE: For 1955-58, from U.S. Bureau of the Census, *Current Population Reports, Series P-80, Nos. 64, 71, 85, and 90.*

group, while older students averaged at least half as many hours.

The comparatively small number of hours worked by the average young student is shown in chart 1. Approximately 80 percent of the boys and girls 14 and 15 years of age worked fewer than 15 hours during the week surveyed. Among the 18- and 19-year-old students, on the other hand, about one-third of the men and less than half the women worked fewer than 15 hours a week.

The relationship between age and hours of work appears to be true among nonstudents as well. For example, nearly 85 percent of the 18- and 19-year-old men worked 35 or more hours during the survey week compared with 70 percent of the 16- and 17-year-old boys. A similar tendency is also noticeable among women in these age groups, but the difference in the proportions is less sharp.

Workers employed in agricultural jobs, both students and nonstudents, put in more hours in October than did those working on nonfarm jobs. The difference was particularly sharp for students, most of whom were employed on the family farm as unpaid workers. Longer hours in agriculture are mainly attributable to the timing of the survey, which occurred at about the peak of the fall harvest season.

Unemployment

In this survey, as in the regular monthly survey of the labor force, an unemployed person is one who did not work at all during the survey week and was looking for part-time or full-time work. Students are included in this group if they report that they are seeking work even though their major activity is attending school.

The incidence of unemployment among students and other young workers in October 1960 was the highest of all age groups, as it usually is among persons who are starting their job careers. Among all workers, 5 percent were looking for work, compared with 7 percent of the students and 10 percent of the nonstudents between the ages of 14 and 24.

The number of unemployed students and nonstudents under 25 years of age and their rates of unemployment did not change significantly between October 1959 and October 1960. However, in the national economy as a whole the total number of unemployed persons and the rates of unemployment during the last three-quarters of 1960 were consistently above the comparable periods in 1959. Unemployment averaged one-half million less in the first quarter of 1960 than in 1959. In the second quarter, it began to rise above the preceeding year's levels and by October 1960 was about 300,000, or nearly 10 percent, higher than a year earlier.

The unemployment rates for all young workers and those aged 25 and over followed somewhat different paths in the past few years. As a result of the 1958 recession, the rates for both groups of workers in October of that year were sharply higher than 12 months earlier. In 1959, when economic activity had improved, the jobless rates for the two age groups moved downward, but for older workers, the decline was sharper than for younger persons. During the 1960 recession, however, the October rate for workers under 25 years of age remained relatively unchanged at its already high level, while that for mature workers again increased significantly.

Nearly a quarter of a million students were looking for work in October; two out of three were boys and girls of high school age, in line with their proportion in the labor force. The unemployment rate was somewhat higher among elementary and high school students than among those attending

college full time but was negligible among students going to college part time, reflecting both the age composition of the students and the types of jobs which they hold. Young students are most likely to be looking for work because the jobs which they usually obtain are frequently temporary or intermittent in nature, while almost all part-time college students have full-time permanent non-farm jobs, often in the professional, technical, or office groups.

The extent of unemployment among young persons not in school is much more severe than among students. One in 5 of the out-of-school youths 14 to 17 years of age and nearly 1 in 10 of those 18 to 24 years old were looking for work in October 1960. Unemployment is consistently most prevalent among the 16- and 17-year-old youths not enrolled in school, and especially among the boys. The extent of unemployment among young men 18 and 19 years of age was only slightly less serious. (See table 6.)

Chart 1. Hours of Work in Nonagricultural Industries of Students 14 to 19 Years of Age, by Sex, October 1960

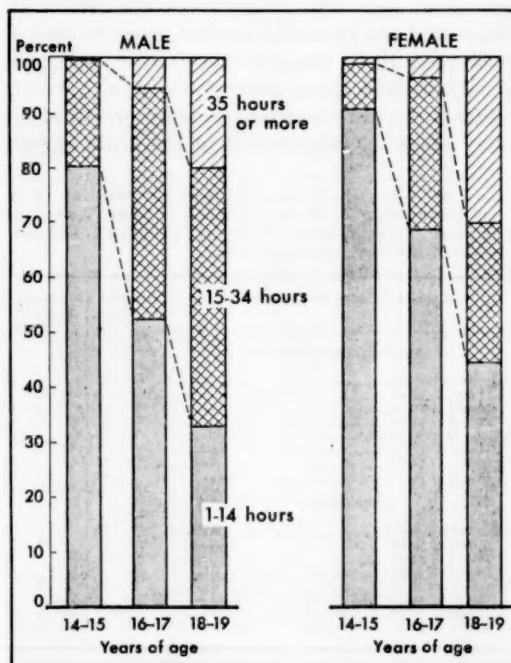


TABLE 7. PERCENT DISTRIBUTION OF EMPLOYED PERSONS 14 TO 19 YEARS OLD, BY MAJOR OCCUPATION GROUP, SCHOOL ENROLLMENT, AGE AND SEX, OCTOBER 1960

Major occupation group and sex	Enrolled in school			Not enrolled in school		
	14 and 15 years	16 and 17 years	18 and 19 years	14 and 15 years	16 and 17 years	18 and 19 years
MALE						
All occupational groups.....	100.0	100.0	100.0	100.0	100.0	100.0
Professional, office, sales workers.....	31.5	22.9	38.5	7.9	17.5	2.7
Professional, technical, and kindred workers.....	.3	.1	6.0	.....	.....	1.5
Managers, officials, and proprietors, except farm.....	.....	.5	2.1	.....	.....	1.5
Clerical and kindred workers.....	2.1	7.4	15.1	.....	5.5	10.1
Sales workers.....	29.1	14.5	12.3	.....	2.4	3.2
Manual workers.....	21.0	38.3	39.2	(²)	49.0	58.0
Craftsmen, foremen, and kindred workers.....	.5	1.8	3.9	.....	4.5	8.4
Operatives and kindred workers.....	6.6	16.8	16.0	.....	21.6	34.7
Laborers, except farm and mine.....	13.9	19.7	19.3	.....	22.9	14.9
Service workers.....	11.4	13.7	19.9	.....	11.0	6.8
Private household workers.....	4.3	.8	.6	.....	.....	.2
Service workers, except private household.....	7.1	12.8	19.3	.....	11.0	6.6
Farm workers ¹	36.0	25.1	5.4	(²)	32.2	17.7
FEMALE						
All occupation groups.....	100.0	100.0	100.0	100.0	100.0	100.0
Professional, office, sales workers.....	7.2	41.8	60.3	.....	51.3	68.0
Professional, technical, and kindred workers.....	.6	4.4	9.8	.....	9.4	4.4
Managers, officials, and proprietors, except farm.....	.....	.....	1.0	.....	.....	.2
Clerical and kindred workers.....	2.1	17.3	37.6	.....	31.6	56.7
Sales workers.....	4.5	20.0	11.9	.....	10.3	6.6
Manual workers.....	.....	3.1	4.1	.....	11.1	11.9
Craftsmen, foremen, and kindred workers.....	.....	.4	.....	.....	.4	.9
Operatives and kindred workers.....	.....	2.7	4.1	.....	10.7	10.6
Laborers, except farm and mine.....	.....	.....	.....	.....	.....	.4
Service workers.....	68.8	46.3	33.0	(²)	30.3	15.7
Private household workers.....	56.5	27.6	13.9	.....	17.5	6.4
Service workers, except private household.....	12.3	18.8	19.1	.....	12.8	9.4
Farm workers ¹	24.0	8.8	2.6	(²)	7.3	4.4

¹ Includes farmers, farm managers, and farm laborers and foremen.² Percent not shown where base is less than 100,000.

NOTE: Because of rounding, sums of individual items may not equal totals.

Several factors contribute to the relatively high level of unemployment among young teenagers who have terminated their formal education. Since they leave school to go to work, the non-students have a greater compulsion to remain in the labor force than do boys who are combining school with employment. A significant proportion of the unemployed 16- and 17-year-old boys have little or no previous work experience, are poorly trained, if they have any training at all, and have a limited education. Moreover, many of the young boys may be undependable or have relatively poor work habits and find employers reluctant to hire them. Once they do obtain employment, most frequently an unskilled job with uncertain tenure, some boys soon become disillusioned with the job and quit to look for a better one. Studies show that unemployment is most prevalent among unskilled workers and among persons who have not completed high school.³

Although unemployment rates are highest among 16- and 17-year-old boys, they are usually jobless for a shorter period of time than most other persons. On the average, 16 percent of the boys (students and nonstudents) 14 to 17 years of age who were looking for work in 1960 were unemployed for 15 weeks or more compared with 24 percent of all jobless persons. Those who are still students have no particular responsibility to stay in the labor market when employment opportunities are relatively scarce, and this contributes to the shorter duration of unemployment for all young boys. Also, boys are more likely than older persons to quit jobs which they dislike to seek another, and since they are more willing to accept low paying jobs of a temporary nature, the resultant unemployment frequently does not last as long as layoffs due to economic

³ For a discussion on the relationship between unemployment and occupations and educational attainment of workers, see "Educational Attainment of Workers, 1960," *Monthly Labor Review*, February 1960, pp. 113-122, or *Special Labor Force Report No. 1*.

TABLE 8. PERCENT DISTRIBUTION OF EMPLOYED PERSONS 14 TO 24 YEARS OLD, BY MAJOR INDUSTRY GROUP, SCHOOL ENROLLMENT, AGE AND SEX, OCTOBER 1960

Major industry group, class of worker, and sex	Enrolled in school				Not enrolled in school			
	Total, 14 to 24 years	14 to 17 years	18 and 19 years	20 to 24 years	Total, 14 to 24 years	14 to 17 years	18 and 19 years	20 to 24 years
MALE								
All industry groups.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture.....	21.6	31.0	7.2	3.3	13.3	37.2	19.2	9.6
Nonagricultural industries.....	78.4	69.0	92.8	96.7	86.7	62.8	80.8	90.4
Nonagricultural industries.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wage and salary workers.....	92.6	88.2	98.4	98.2	97.4	98.5	98.6	97.0
Construction.....	3.7	2.4	5.2	5.5	12.4	13.8	12.2	12.4
Manufacturing.....	18.3	17.6	12.0	25.1	34.8	24.5	30.1	36.6
Wholesale and retail trade.....	39.7	42.8	51.3	23.2	24.1	29.6	32.0	21.8
Service industries.....	26.6	23.9	23.1	35.8	14.5	22.4	15.1	13.9
All other industries ¹	4.3	1.6	6.8	8.6	11.5	8.2	9.3	12.3
Self employed and unpaid family workers.....	7.4	11.8	1.6	1.8	2.6	1.5	1.4	3.0
FEMALE								
All industry groups.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Agriculture.....	10.8	14.9	2.6	—	4.4	10.1	4.4	3.7
Nonagricultural industries.....	89.2	85.1	97.4	100.0	95.6	89.9	95.6	96.3
Nonagricultural industries.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Wage and salary workers.....	97.3	97.1	97.4	98.2	98.2	98.2	98.7	97.9
Manufacturing.....	4.4	2.0	7.4	10.8	20.5	17.1	19.3	21.3
Wholesale and retail trade.....	29.0	34.4	25.4	10.8	18.7	27.0	21.2	16.9
Service industries.....	61.0	59.0	60.8	69.3	47.8	50.0	46.0	48.3
All other industries ²	3.0	1.7	3.7	7.2	11.1	4.1	12.3	11.4
Self employed and unpaid family workers.....	2.7	2.9	2.6	1.8	1.8	1.8	1.3	2.1

¹ Includes forestry and fisheries, mining, transportation, communication, public utilities, and public administration.

² Includes forestry and fisheries, mining, construction, transportation, communication, public utilities, and public administration.

NOTE: Because of rounding, sums of individual items may not equal totals.

factors. Further, they may not be as concerned with finding the right job as are older workers, since most have not established the occupation of their work careers.

Occupation and Industry

Students are employed chiefly in industries which are suitable to part-time schedules and in occupations which require little or no training or experience. Although they were only about 5 percent of the work force in October 1960, some industries, primarily those which generally pay relatively low wage rates, would be pressed for workers if students withdrew from the labor market. For example, in the private household sector, students comprised two out of every five men working as gardeners, chauffeurs, butlers, handymen, or in other capacities, and one out of every six women working chiefly as maids, housekeepers, and babysitters. In retail and wholesale trade, close to 10 percent of all the workers were persons attending school. Students are also an appreciable segment of the workers in some occupation groups. More than one out of every five men working as farm laborers in October was

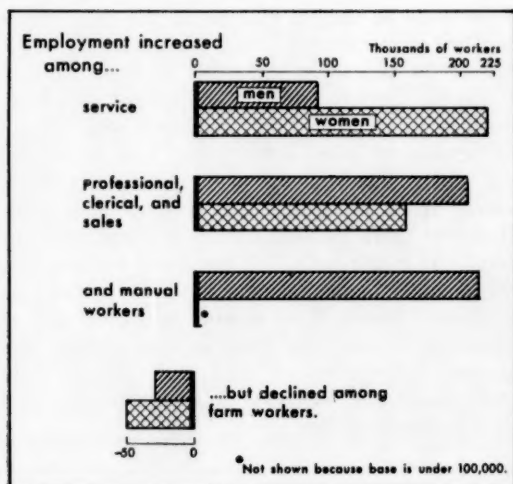
a student, and one out of every nine sales workers in trade, manufacturing, and other industries was also enrolled in school.

As the students mature somewhat and acquire more education and work experience, they usually obtain more responsible jobs. A great many of the youngest group of working students are employed as newsboys, babysitters, and as unpaid workers on family farms. Thus, in October 1960, two out of three employed school boys 14 and 15 years old were in sales or farm occupations; more than two out of three girls in this age group were in service occupations, and one out of four was doing farm work (table 7). Of the employed 16- and 17-year-old school boys, relatively few were in sales work; they tended rather to work at nonagricultural manual jobs, and many still were needed in farm work. A smaller proportion of the girls in this age group than younger girls were in farm and service jobs and an increasing share—almost 40 percent—were in clerical and sales work. Further shifts toward the more responsible jobs continue to be evident among the 18- and 19-year-old students. The modest proportion working on farms is related to the fact that most colleges are located in nonfarm areas

and thus job opportunities are chiefly in the nonagricultural field.

While this pattern of movement with age into more responsible jobs also seems to hold for the out-of-school teenagers, their jobs were considerably different from the occupations of students. This is to be expected because they are available for full-time work and, in some cases, have had further training and work experience. More of the employed 16- and 17-year-old boys out of school held jobs as operatives, laborers, and craftsmen, and only a very few had sales jobs. The proportion in farm work, however, was quite substantial as it was for those still in school. Among the employed girls 16 and 17 years of age no longer in school, only 30 percent were in service jobs compared with almost 50 percent of the same age students; but a greater proportion—over 30 percent—held clerical jobs compared with less than 20 percent of employed girl students. The comparisons of occupations of student and non-student workers were even sharper for the 18- and 19-year-old boys and girls, in part because of the decided further concentration of older out-of-school girls in clerical jobs and of boys in manufacturing occupations such as semiskilled operatives.

Chart 2. Changes in Employment of Students 14 to 24 Years Old, by Occupation Group and Sex, October 1950 to October 1960



As might be expected from the occupational differences between students and nonstudents, the industries in which they were concentrated also differed. Students were much more likely to be working in agriculture, private households, service, and trade in October 1960 and nonstudents in manufacturing, construction, transportation, and public utilities (table 8). A majority of all enrollees employed in agriculture were unpaid workers on family farms or were self-employed, but among nonstudents, a majority were hired workers. However, nearly all students and nonstudents working in nonagricultural industries were wage and salary workers.

Boys of high school age who worked were more heavily concentrated in trade than in any other nonagricultural industry. Over two-fifths were employed in wholesale and retail establishments, compared with three-tenths of those not in school; about one-fourth of both groups worked for service (including private household) industries. As usual, comparatively few male students 14 to 17 years of age were engaged in manufacturing, primarily because part-time factory work is not readily available at hours convenient to those still in school and child labor laws restrict employment of young persons in this type of establishment. It is probable that many of the youngsters in manufacturing were employed as laborers, clerks, and delivery boys. However, by the time boys reach their early twenties, whether or not they are in school, a larger proportion work in manufacturing industries and substantially fewer in trade.

Young women workers, regardless of age or school enrollment, were more heavily concentrated in service industries (including private household work) than in any other industry group. Six out of 10 students 14 to 19 years of age in nonfarm jobs worked in those industries, and most of the others were in trade. Although the same proportions of students of high school age and those 18 and 19 years of age were employed in service industries, young women students worked primarily for private households and older students mainly for education, finance, and other service establishments. Among girls not in school, about one-half were in service industries, chiefly education and other services, and most of the others were in trade and manufacturing.

TABLE 9. EMPLOYMENT OF STUDENTS 14 TO 24 YEARS OLD, BY MAJOR OCCUPATION GROUP AND SEX, OCTOBER 1950 AND 1960

[Percent distribution]				
Major occupation group	Male		Female	
	1960	1950	1960	1950
All occupation groups.....	100.0	100.0	100.0	100.0
Professional, office, and sales workers.....	34.2	31.6	40.3	37.6
Professional, technical, and kindred workers.....	7.1	3.0	8.5	3.7
Managers, officials, and proprietors, except farm.....	1.1	1.1	.6	—
Clerical and kindred workers.....	8.7	9.0	19.3	15.1
Sales workers.....	17.3	18.5	11.9	18.8
Manual workers.....	31.8	27.9	2.7	3.0
Craftsmen, foremen, and kindred workers.....	3.1	1.6	.4	.2
Operatives and kindred workers.....	13.2	13.6	2.3	2.3
Laborers, except farm and mine.....	15.5	12.6	—	.5
Service workers.....	13.5	11.7	46.2	38.1
Private household workers.....	1.6	.1	29.9	24.0
Other service workers.....	11.9	11.6	16.3	14.1
Farm workers ¹	20.5	28.8	10.8	21.4

¹ Includes farmers, farm managers, and farm laborers and foremen.

NOTE: Because of rounding, sums of individual items may not equal totals.

Trends in Occupations, 1950-60

The gain over the past 10 years of about 500,000 in the employment of male students was concentrated in two major occupation fields—professional, office, and sales workers, and manual workers (chart 2). About four-fifths of the rise was divided equally between these two occupation groups; the remaining growth was in the service occupations. The number of men students on farm jobs was virtually unchanged over the decade.

When we compare the trend in the occupational distribution of male students over the past 10 years with that of all men age 14 years and older, we find some interesting divergencies. The number of students working at manual jobs jumped about 50 percent during the decade, chiefly because of gains in the numbers of nonfarm laborers and of operatives. However, in the economy as a whole, employment of manual workers remained virtually unchanged, as declines in the numbers of operatives and laborers were nearly offset by a rise in employment of craftsmen. Apparently students, most of whom work part time, found it comparatively easy to obtain jobs as operatives or laborers, even though total employment in these occupation groups was on

the downgrade. The number of male students employed as farm workers was practically unchanged over the 10-year period, compared with a drop of over one-half among nonstudents of the same age and a contraction of one-fourth in employment of men 25 years of age and over. Employment of male students in farm jobs remained high probably because many farmers who operate family enterprises continue to depend on their children for assistance during the harvest season and nonfarm job opportunities in rural areas may be more limited for those attending school, especially for students of high school age, than they are for men no longer in school.

The rise of over 300,000 in employment of women students during the 1950's was the net result of a substantial upswing in the number employed in service occupations, mainly in private households, and in office jobs, and of a small decrease in the number working on farms.

While the total numbers of men and women employed in white-collar and in service occupations expanded significantly during the 1950's, the gains for students of both sexes were much sharper. For example, over the decade there was a rise of nearly one-third in total employment in service occupations and in professional, office, and sales jobs, but among students, the increases were nearly two-thirds and one-half, respectively.

In spite of the large upswing in employment of men and women students during the past 10 years and the uneven trends among the occupations, there were no radical changes in the proportions engaged in the several broad occupational groups, except for the sharp reduction in farm workers (table 9). Among the men, 20 percent were farm workers in October 1960 compared with almost 30 percent 10 years earlier; only 1 in 10 women was doing this type of work during the latest survey week as against 1 in 5 in October 1950. However, there were some shifts in the proportions employed in the individual groups of occupations. Significantly more men students were working as nonfarm laborers, more women as clerical and as household workers and fewer as sales persons, and greater proportions of men and women held professional and technical jobs in October 1960 than a decade earlier.

Subcontracting Clauses in Major Contracts—Part II

LEON E. LUNDEN*

EDITOR'S NOTE.—*Part I of this article appeared in the June issue of the Review (pp. 579-586). It dealt chiefly with the subcontracting of construction, maintenance, and installation services, as provided for in major collective bargaining agreements in effect in 1959. This part discusses subcontracting of production processes or major activity, and provisions for enforcement.*

Production Process or Major Activity

Provisions regulating subcontracting of any part of the production processes or major activity of the employer were found in 318 of the 378 major agreements having subcontracting clauses. (See p. 582, June issue.) The construction and apparel industries, with a long history of such arrangements, have worked out elaborate clauses controlling contracting out.

Construction. In the construction industry, subcontracting is generally accepted by unions and employers as a normal condition of work. Few provisions were found that attempted to preserve job opportunities by creating certain conditions under which management could contract out. For example, only one clause prohibited subcontracting if it would result in layoff, and a very small number required the company to notify the union in advance of subcontracting or to subcontract only after receiving union approval. On the other hand, the protection of contract standards was of major interest. The most common restrictions required the subcontractor to comply with the terms of the prime employer's contract, to have a union agreement of his own, or to employ union labor and use union-made material.

The single most frequent requirement, found in more than 50 major contracts, called for the subcontractor to comply with all the terms and conditions of the prime employer's agreement. This provision "blankets in" the subcontractor, no matter what project he works on in the local union's jurisdiction or which prime employer he works for. Here are two examples of how such contract-compliance clauses are worded:

Any subcontractor on the site shall be covered by the conditions of this agreement.

* * *

The terms and conditions of this agreement, insofar as it affects . . . the individual employer, shall apply equally to any subcontractor under the control of or working under contract with such individual employer on any work covered by this agreement, and said subcontractor with respect to such work shall be considered the same as an individual employer covered hereby.

A number of clauses in this category required written guarantees of subcontractor compliance. Some stipulated that the subcontractor must either sign the prime employer's collective bargaining agreement or a "short form" contract (a pledge of compliance), while others obligated the prime employer to insert a clause into the subcontract requiring the subcontractor to comply with the collective bargaining contract. Both are illustrated below:

Any employer or shop signed to this agreement shall not sublet to or from any . . . company . . . unless the work to be performed is performed under the terms of this contract, and the employer whose employees perform such work is either signatory to this contract or has signed a short form contract which requires acceptance of and being bound by all the terms and conditions of this contract.

* * *

That if the contractors, parties hereto, shall subcontract work as defined herein, provision shall be made in said subcontract for the observance by said subcontractors of the terms of this agreement.

While the great majority of these compliance clauses required rigid observance of the prime employer's contract, a smaller number established the prime employer's labor agreement only as a standard below which wages, hours, or working conditions for the subcontractor's employees could not fall. Some contracts required the subcon-

*Of the Division of Wages and Industrial Relations, Bureau of Labor Statistics.

tractor to grant "equivalent" terms or conditions "no less than" those of the prime employer. In other provisions, compliance with the wage schedule was required, while the prime employer was duty bound to try to achieve observance of the rest of the contract. Illustrated below is a provision requiring the subcontractor to comply with terms "no less than" those in the prime employer's agreement:

If the employers, parties hereto, subcontract jobsite work, provision shall be made in such subcontract for the compliance by the subcontractor with terms not less than those contained herein.

Closely allied to this approach was a second large group of construction industry contracts which required the subcontractor to be under agreement with the same local, with another local of the same international union, with a recognized building trades union, or with an AFL-CIO affiliate. Such clauses are further discussed under the following section covering the apparel industries.

Provisions requiring the subcontractor to employ union labor or use union-made materials, or both, comprised a third group of limitations upon construction industry subcontracting. Among clauses specifying the use of union labor, one simply stated that the subcontractor must employ union members; others tailored their language to fit the particular crafts involved; and in one instance, the subcontractor agreed to hire at least 75 percent of his workers through the union's hiring hall. In its simplest form, the union labor limitation read as follows:

A member of the union shall be employed on all subcontracts made by the general contractor or by the successor or assign of the general contractor on work where the services of an engineer, apprentice engineer, foreman, oiler, or mechanic is necessary.

Those provisions which required the use of union-made material—so-called "hot cargo" type clauses—were designed to facilitate mutual aid among unions in maintaining union standards. Although such clauses were banned by the Labor-Management Reporting and Disclosure Act of 1959, certain exceptions were written into the act for the construction and apparel industries.¹ In marked contrast to previously cited clauses, those attempting to ban the use of nonunion materials were almost identically phrased. Such familiar terms as "nonunion" or "unfair" materials were

not used; uniformly, the clauses merely requested the employers to make "every reasonable effort" to use materials that would not cause "discord or disturbance" on the job, as in this provision:

The contractors and their subcontractors performing work covered by the terms of this agreement on a project shall have freedom of choice in the purchase of materials, supplies, and equipment, save and except that every reasonable effort shall be made by these contractors and their subcontractors performing such work on the project to refrain from the use of materials, supplies, or equipment which use shall tend to cause any discord or disturbance on the project.

There was a scattering of various other restrictions in construction industry clauses. A few obligated the subcontractor to register with the union or the employers' association (a limitation also common in the apparel industry); others required that prevailing area wage rates be paid the subcontractor's workers; some directed the prime employer to protect the wages and other standards of the subcontractor's workers (also prevalent in the apparel industry); and one prohibited subcontracting if its purpose was evasion of the terms of the prime employer's labor contract.

In one construction agreement a subcontractor was prohibited from contracting out any part of his subcontract. Another clause provided that, with several exceptions concerning certain kinds of work, the prime employer could subcontract only to one subcontractor—a provision somewhat similar to apparel agreements which confine a prime employer to his registered subcontractors.

¹ The Labor-Management Reporting and Disclosure Act of 1959 added the following subsection to section 8 of the National Labor Relations Act, as amended:

(e) It shall be an unfair labor practice for any labor organization and any employer to enter into any contract or agreement, express or implied, whereby such employer ceases or refrains or agrees to cease or refrain from handling, using, selling, transporting or otherwise dealing in any of the products of any other employer, or to cease doing business with any other person, and any contract or agreement entered into heretofore or hereafter containing such an agreement shall be to such extent unenforceable and void: *Provided*, That nothing in this subsection (e) shall apply to an agreement between a labor organization and an employer in the construction industry relating to the contracting or subcontracting of work to be done at the site of the construction, alteration, painting, or repair of a building, structure, or other work: *Provided further*, That for the purposes of this subsection (e) and section 8(b) (4) (B) the terms "any employer," "any person engaged in commerce or an industry affecting commerce," and "any person" when used in relation to the terms "any other producer, processor, or manufacturer," "any other employer," or "any other person" shall not include persons in the relation of a jobber, manufacturer, contractor, or subcontractor working on the goods or premises of the jobber or manufacturer or performing parts of an integrated process of production in the apparel and clothing industry: *Provided further*, That nothing in this act shall prohibit the enforcement of any agreement which is within the foregoing exception.

Virtually all agreements used in this study were negotiated prior to the passage of the Labor-Management Reporting and Disclosure Act, September 1959.

Apparel. As in the construction industry, contracting out is well integrated into the normal operations of the apparel industries. The degree of contracting out in the latter industries ranges from certain specialized operations (e.g., making canvas coat fronts) to the entire manufacturing process. The regular ("inside") shop normally performs all manufacturing operations, but it may use contractors during peak periods or for specialized operations. Other manufacturers could not operate without subcontractors. Contractors sell their services to the manufacturers and, through the process of industry-union control, are "attached" to one or more manufacturers or they may pick up work where they find it. The ramifications of the contracting-out system in apparel industries can not be adequately described through an analysis of collective bargaining agreements; this article, therefore, attempts to highlight those elements of contractual regulation which may have meaning to other industries.

Multiple unionism does not exist in any branch of the apparel industry where subcontracting is common; hence, aside from insuring that work will go to a union shop, the loss of employment opportunities for members of the union is no longer a significant factor in subcontracting regulations. However, the unions are concerned with preserving work for inside employees. Otherwise, the major restrictions found in apparel industry agreements were directed at protecting contract standards. These included registration of subcontractors, wage guarantees for the subcontractor's employees, and "struck work" provisions.

A large number of apparel industry provisions required that inside employees be "fully supplied with work," "fully employed," or "fully and substantially employed" before the employer could subcontract. Other provisions prohibited subcontracting if it would cause layoff or if the inside workers were already on layoff. Exceptions from the "fully supplied" requirement, noted in a few agreements, were situations in which (a) the prime employer could prove that he was not at fault for any slack work period that subsequently developed while the subcontractor continued to be fully employed and (b) the subcontracted work differed from the kind being done in the plant.

To stabilize industry conditions, several multi-employer agreements provided that, during slow

periods, the available work was to be shared between the employees of the contractor and those of the prime employer. Some protected "permanent" or "registered" subcontractors by requiring that they be fully supplied with work before the prime employer could contract out to additional contractors.

A member of the association who employs contractors exclusively working for him shall share work with the contractors during slow periods of employment. Should a member of the association employ contractors who are not exclusively working for him, the union and the association shall decide upon the percentage of work such contractors shall receive from the member of the association during the slow periods of employment.

* * *

No work shall be given by such [employer] to any other contractor than those so registered unless and until both the employees of the [employer's] factory and those of the registered contractors are fully employed

In establishing the method by which work should be divided between inside and outside shops, two different plans were generally used: a "percentage" plan (alluded to in the second preceding clause) and one—more prevalent—based upon the number of machine operators employed in the inside and outside shops. Examples of the two methods are:

Where the employer maintains an inside shop and also gives work to be done in contracting shops, then and in that event, when slack sets in, the work to be sent to the contracting shop shall be the same percentage of the total work done as prevailed during the busy season; and such work shall be distributed substantially equally among the contractors permanently registered. The principle of equal division between the inside and outside shops shall not apply in those situations where the type of work regularly performed in inside shops differs substantially from the type of work regularly performed in outside shops.

* * *

A member of the association who maintains an inside shop and who deals with and gives work to contractors who employ workers in the crafts covered by this agreement shall, when there is insufficient work, distribute his work on the basis of the number of machine operators employed, equitably to and among his inside shop and to such permanent contractors designated by him as work exclusively for him, and to such other permanent contractors hereafter designated by him, with due regard to the ability of the contractors and the workers to produce and perform.

Besides these "full work" and "work sharing" provisions, there were a number of other restrictions scattered among the apparel contracts that

set conditions which management had to meet before it could subcontract. A few obligated the company to notify the union in advance of subcontracting, and others required union approval of contracting out. A number of agreements banned contracting out where the prime employer had available the necessary skills and equipment, while subcontracting was permitted in others if it represented savings to the company, if the company had no room for additional workers, or if there was an emergency or an unusual backlog of orders.

In an effort to protect contract standards, a small number of apparel provisions banned contracting out if its purpose was evasion of the terms of the prime employer's agreement. Several clauses insisted on compliance with the prime employer's labor agreement, but most barred subcontracting unless the subcontractor was "union" or maintained "a union shop," or was "in contractual relations" with the same local union that was signatory to the prime employer's agreement. Illustrative of the language often found in such provisions are the following:

No work shall be given by any [association] member to a contractor who is not in contractual relationship with the union.

* * *

A manufacturer who employs contractors shall employ only contractors who are in contractual relationship with the New York Joint Board of the Amalgamated Clothing Workers of America and shall not cause or permit any work to be performed for him, directly or indirectly, by any person, partnership, corporation, or contractor who is not in contractual relationship with the New York Joint Board

Other clauses required the subcontractor to have an agreement with another local of the same international union, or with the same or another local of the same international union, depending upon the location of the plant or the kind of work to be let.

Two agreements, both outside the metropolitan area of New York City, recognized that situations could arise where no union contractors would be available. Under such circumstances, the use of nonunion subcontractors was allowed subject to very detailed limitations and procedures, as in the following provision:

In the event the employer is unable to obtain the services of a union contractor, he shall request the union to furnish one. If the union fails to furnish a union contractor satis-

factory to the employer, the employer may employ any available contractor satisfactory to him, provided, however, that said employer shall not have the right to arbitrarily reject a proposed contractor as unsatisfactory without good cause.

When a union contractor satisfactory to the employer [becomes] available, no further work will be delivered to such nonunion contractor, it being understood that at no time is an employer obligated to remove any materials from a nonunion contractor during the process of production.

Upon notice from the union that a contractor is available under the provisions of this clause, a manufacturer shall have 3 weeks to remove all work from a nonunion contractor.

A basic control mechanism regulating the subcontracting system in the apparel industries is the registration of subcontractors with the union. By this device, unions in the industry maximize knowledge of and control over subcontractors and their operations. The same "blanketing in" that the construction industry achieves by contract compliance is provided here by the registration requirement. The following provision illustrates the form taken by registration clauses:

No work shall be sent to any contractor or submanufacturer unless such contractor or submanufacturer shall have been registered by the member of the association with the union.

In a similar vein, agreements were reached with two subcontractors' associations requiring members to register their prime employers.

Negotiators of several agreements have used the registration clause to spell out the prime employer-subcontractor relationship, including the rights of subcontractors and their workers. One clause, for instance, specified the following aspects of the relationship:

1. The prime contractor must use his registered subcontractors to the exclusion of all others.
2. In return, the registered subcontractor will work exclusively for the prime contractor who designated him.
3. Work shall be shared between the inside shop and the registered subcontractor.
4. Forms registering subcontractors for the first time must give detailed information on their volume of production for the preceding year and on their capacity to produce.
5. If a registered subcontractor goes out of business, his workers shall be absorbed into the inside shop and into the shops of the prime employer's other registered contractors.
6. A prime employer may change or add subcontractors when modifications in his product justify it, subject to the approval of the industry's impartial chairman.

Many provisions required the prime employer to guarantee the wages (in full or in part) or all the contract terms for the subcontractor's employees. For example:

In all cases where the [employer] has work performed . . . outside his own shops . . . he hereby assumes full responsibility for the conditions of such outside shop and for the payments of wages of the workers employed by such outside shop, with the same force and effect as if that shop were owned directly by [him].

* * *

The members of the association hereby guarantee the payment of the wages of the employees of their respective union contractors and submanufacturers to the extent of the work performed If the contractor shall fail to pay . . . in full, the liability imposed by this provision shall not exceed 2 weeks' wages where employees are paid weekly and 3 weeks' wages where the employees are paid every 2 weeks.

Several other clauses required the prime employer to pay the subcontractor at least an amount sufficient to cover "contract" wages or obligated him to withhold sufficient money to cover wage payments:

The members of the association shall pay to the respective contractors an equitable price sufficient to pay the workers the piece rates and wages to which they are entitled under this contract.

* * *

In order to secure the wages of the workers in the shops of subcontractors, the employers are urged to ascertain the payroll of the contractors and make sure to withhold an amount sufficient to cover the payroll of the workers in the contracting shops.

Many apparel clauses limited management's right to subcontract in strike situations. Such provisions usually specified that the prime employer could not subcontract to a struck contractor and that his employees could not work on struck goods.² Typically, this clause was phrased thus:

The respective members of the association shall not, directly or indirectly, have any work performed by, or purchase any of their products from, any other concern during the pendency of a strike declared against that other concern by the International Ladies' Garment Workers' Union or any of its locals.

Several additional clauses safeguarded workers from disciplinary action in the event they refused to work on struck goods, declaring such work to be not "in the regular course of employment." Other provisions recognized that neutral em-

ployers might be hurt by a rigid application of the strike prohibition; these allowed goods in a struck plant to be finished or required substantial advance notice by the union before a strike in order to give the neutral employer an opportunity to make other arrangements.

Other Industries. Among the remaining agreements (other than in construction and apparel) where conditions were attached to subcontracting of part of the production process or major activity, both the preservation of employment opportunities and the protection of contract standards received approximately equal attention. Among the conditions which were to be met before subcontracting was permitted were restrictions concerning layoffs, notice to the union, and seniority status, along with a number of limitations related to skill and equipment needs and to production considerations. To protect contract standards, the more common limitations that were found required subcontractors to have a union contract and to pay prevailing area wages.

EMPLOYMENT EFFECTS

The largest number of limitations upon subcontracting were designed to minimize any adverse effects upon employment. A number of agreement provisions, scattered among food, chemicals, rubber, trucking, communications and utilities agreements, barred subcontracting if employees who could do the work were on layoff or working part time. Most, however, forbade contracting out if it would result in subsequent layoffs or part-time work. Such provisions were more frequent in communications and utilities agreements, but they were also found among food, petroleum refining, transportation equipment, and trucking contracts. Illustrating the latter type are the following examples from a utility and a telephone agreement, respectively:

It is recognized that the company has the right to have work done by outside contractors. However, work performed by employees covered by the agreement will not be contracted out if this will result in the layoff of employees who normally perform such work.

* * *

The company agrees that it will not contract work out to other parties which is not customarily contracted out in a manner that will currently and directly result in a layoff or part-time work for present employees.

² See footnote 1.

Several clauses prohibited subcontracting where its purpose was to "reduce available work" or to reduce the permanent work force:

It is also the intent of the parties that work presently being performed by employees covered by this agreement will not be contracted out in order to displace present employees.

In a number of others, subcontracting was to be terminated if, in addition to layoffs or part timing, it also led to demotions, transfers, reduction in wage rates or earnings, or evasion of wage payments.

The subcontracting provisions of a few agreements, all in the telephone industry, made specific reference to jurisdictional problems. Two such agreements were with independent unions, and two others with an AFL-CIO affiliate. Examples of each are presented, respectively:

As to situations not covered by [specified sections on subcontracting] of this article, the company agrees to resist any effort by other labor organizations through jurisdictional claims to take telephone work from its employees and further agrees to confer upon request with the union delegates with respect thereto.

* * *

Furthermore, in the event of a jurisdictional dispute between the union and any other labor organization as to the performance of work of the type presently and regularly done by the employees in the bargaining unit, the company will favor the performance of such work by the employees in the bargaining unit.

Frequently, agreements required management to notify the union either before or after work was to be given out. The effectiveness of such clauses depends on the status of the union in the establishment rather than on agreement language. The weaker of these clauses, requiring notice after work had already left the plant, was noted in a utility agreement:

The company will advise the union within 10 days after the execution of any contract falling within this section, the stated or estimated contract price of which is \$1,000 or more, of the name and address of the contractor receiving such contract.

Slightly stronger in version were several provisions that obligated management to notify the union of subcontracting without establishing a time element. More strongly worded were a larger number of clauses that directed management to notify the union in advance of intended subcontracting, thereby allowing the union time to marshal arguments in favor of expanding in-plant

employment opportunities as against contracting out.³

In other clauses, union approval was necessary only if the subcontractor was nonunion, in which case the union made sure that the subcontractor was not undercutting contract standards. Similarly, union approval was required in a utilities agreement only if subcontracting—"advantageous to the employer"—would cause layoffs or demotions, but union approval involved only a satisfactory disposition of the layoff and demotion issues.

Four agreements, all involving truckdrivers, were concerned with preserving the seniority status of the employees. Three motor freight agreements and one covering drivers and helpers in a lumber yard contained identical language, prohibiting subcontracting where the seniority of regular workers would be hurt:

The hiring of outside equipment shall not be done in such a manner as to interfere with or discriminate against the seniority status of the employer's employees. . . .

Considerations other than those directly involving the status of in-plant employees were reflected in subcontracting clauses. A number of provisions allowed management to contract out, providing the necessary skills and equipment, although available in the plant, were already engaged on other work. Several other agreements specified that the company could let out part of the work as long as certain specialized skills or equipment were needed and were not available in the plant. Fewer agreements stipulated that all equipment in the plant had to be in use before management could contract out. Clauses including this proviso were scattered among the food, electrical machinery, professional and scientific equipment, local transit, and motor freight industries.

Many provisions allowed subcontracting in emergencies, during peak periods, or to meet sudden spurts in demand. In some cases, subcontracting was explicitly recognized as a better solution than increasing the work force only to lay off new employees after a few days or weeks. Although these provisions were dispersed among a variety of industries, almost half were found concentrated in the trucking, transit, telephone, and electric and gas utilities industries, in which demand for services could not be postponed or

³ See Part I, June issue, pp. 579-586, for illustrations.

met through accumulated inventories. Typical of the language concerned with "busy season" or "peak load" conditions is the following utilities clause:

The company will continue the policy of hiring contractors when . . . peaks of work would require a temporary increase of the company's forces with subsequent layoff of such additional forces.

Similar to the above clauses were those which turned on considerations of time. Subcontracting was allowed when work could not be accomplished "in the time required," when work could not "be postponed," or when "time of delivery" could not be met. For example, in an electric and gas utility clause:

It is the policy of the company not to employ outside contractors for any work ordinarily and customarily done by its regular employees, and the company agrees that no such . . . work will be let to outside contractors except [where] such jobs cannot be done in the time required for completion by regular employees because of volume of work. . . .

The largest number of clauses referring to production criteria provided that subcontracting would be unrestricted in emergency situations, as illustrated in the following utilities and communications agreements:

Emergency . . . work caused by fire, flood, storm, or other major difficulty shall not be subject to the provisions of this [subcontracting] article.

* * *

Nothing in [this subcontracting clause] is to be interpreted as restricting the right of the company to contract out any work during an emergency.

(a) Emergency work includes the clearing of trouble and the accompanying repair of any plant located in the territory of a connecting company.

Seventeen agreements were concerned with the savings in cost that would result from subcontracting. Only when having the work done by in-plant employees would involve "unreasonable" costs, or would not be "competitive," or "would exceed the cost" of subcontracting, or where it would not be "advantageous" or "economical to do so," contracting out was permitted, as for instance in a transportation equipment agreement:

. . . the work shall be performed by employees with seniority in the bargaining unit; provided, however, that in the judgment of the corporation . . . (2) the cost of producing the item in the plant or performing the work with employees of the corporation is competitive with the bids submitted by an outside contractor.

In a similar vein, a few agreements lifted the limitations on subcontracting if confining the work to the plant would affect company operations or efficiency.

UNION STANDARDS

The approach used in the construction and apparel industries in protecting union standards was similar to that found in 37 agreements which required subcontractors to be under union contract either with the same local, or another local of the same international union, or with an AFL-CIO affiliate. Twenty-five clauses insisted upon compliance with the prime employer's labor agreement. A lesser number attacked the problem of the prime employer's deliberate evasion of his labor contract, or deliberate discrimination against employees or union members, by forbidding contracting out under such circumstances. A petroleum refinery agreement included this clause:

Nothing in this agreement shall limit the right of the company to contract out work except that such contracting out will not be done in order to evade any of the terms of this agreement.

Under the terms of several other agreements, subcontracting was to terminate if the employer used it to avoid paying the contract scale or overtime. A communications industry clause, for example, barred subcontracting if it was designed to avoid paying the premium for the sixth day of work.

A few provisions obligated the employer to see that a subcontractor provided prevailing area wages and working conditions or at least minimums equal to those in the prime employer's agreement. As in the construction industry, a number of agreements, largely in local and long distance hauling, provided for the subcontractor's employment of union labor or material.

Again following the example of the construction industry, the national Industrial Shows Basic Agreement, involving Actors' Equity Association, required that a guarantee of subcontractor compliance with the collective bargaining agreement be written into the subcontract:

(a) It is hereby understood and agreed that in the event the producer engages in the production of an Industrial Show with actors . . . not employed by the producer, but by an independent contractor, agent, or other employer, then the producer will, in its contract with such independent contractor, agent, or other employer, include the covenant set forth in paragraph (b) hereof

(b) As an integral part of this contract, it is hereby agreed by (name of independent contractor to be inserted) that all actors shall be paid the wage scale and be accorded all the rights and conditions set forth in the Industrial Shows Basic Agreement in every respect as if the said (name of independent contractor to be inserted) were directly a party and signatory to said agreement.

Other provisions created a registration system, and a small number barred subcontracting where either the prime employer or the subcontractor was involved in a labor dispute.

A few agreements contained provisions to maintain subcontracting at a certain level or to cut it back, as in a transportation equipment provision:

It is the intent of this article to insure that the company shall continue as a manufacturing company; to insure that it shall conduct its affairs to reflect its purpose to continue virtually exclusively as a manufacturer of its own products . . . ; and to insure that the company shall reduce or maintain at a minimum the subcontracting or licensing of work which it can perform

Two utility agreements carried such curtailment to its logical next step by calling for its eventual termination:

The company will study the question of . . . work by outside contractors on its property and will plan with the local toward a discontinuance of such work by contractors over a period of time

A utility provision required the prime employer to meet with the union for discussion if at anytime his employees and those of the subcontractor used the same "company-owned manually operated equipment." Finally, two transportation agreements gave management a free hand in subcontracting projects the duration of which would be 2 weeks or less, and a local transit agreement allowed management to subcontract only "one-time jobs."

Enforcement of Subcontracting Provisions

Although the dispute settling machinery provided by most collective bargaining agreements would normally operate in cases of disputes over subcontracting clauses, a number of subcontracting provisions, particularly in the apparel industry, specifically authorized the parties to invoke the grievance procedure in such disputes. Some of the apparel agreements repeated in each clause of the subcontracting section of the agreement that the parties could refer disputes to the grievance

procedure. Many of the agreements in this industry, particularly in New York City where the impartial umpire system is well established, permitted the full grievance procedure to be bypassed and the case taken up directly with the arbitrator. In the following clause, however, the arbitrator receives a dispute only after disagreement between the employers' association and the union, and a time limit is set for his decision.

Should the union object to the employment of such contractor, no work shall be given by the member of the association to the contractor until the matter is adjusted between the representatives of the association and the representatives of the union. Upon their failure to agree, the matter shall be disposed of by an impartial arbitrator not later than 48 hours after the submission of the case to the arbitrator.

The following transportation equipment provision allowed the grievance procedure to be used if the union was not "satisfied" with management's reason for subcontracting:

Where outside contractors are utilized, notification to that effect and the reason therefor will be furnished the union. If the union is not satisfied with the reasons given, the matter may be processed through the grievance procedure.

Penalties designed to aid enforcement of subcontracting clauses were found in a small number of agreements. These included financial damages (usually determined by an arbitrator), strike action, or in one case, injunctive relief. The largest number, again found predominantly among apparel clauses, required the payment of damages when a prime employer used a nonunion subcontractor or when he underpaid his own workers or his subcontractor (who, in turn, was forced to underpay his employees), as in a shirt and sportswear agreement:

Where it shall have been established that there has been an underpayment made by a member of the association to his contractor or submanufacturer or by him to the workers, the amount of such underpayment shall be paid by such member of the association to the parties so underpaid, and he shall, in addition to the foregoing, be subject to such additional liquidated damages as may be agreed upon between the association and the Joint Board or, upon their failure to agree, as may be determined by the impartial chairman

Another group, consisting largely of clauses in construction agreements, provided that violation of the subcontracting clause was sufficient cause for

"cancellation" or "termination" of the agreement. The following is the standard language found among clauses covering electricians in the construction industry:

Local Union . . . is a part of the International Brotherhood of Electrical Workers, and any violation or annulment of working rules or agreement of any other local union of the IBEW or the subletting, assigning, or the transfer of any work in connection with electrical work to any person, firm, or corporation not complying with the terms of this agreement by the employer, will be sufficient cause for cancellation of this agreement, after the facts have been determined by the international office of the union.

One agreement in the apparel industry sanctioned union exercise of an injunctive remedy, as follows:

The employer agrees that he will at no time buy cut goods for caps or hats to be manufactured on his premises nor shall he contract any work to any nonunion shop. Notwithstanding the provisions of paragraph 23, and in addition to the relief provided in said paragraph, a breach of this clause shall also entitle the union, in an action at law or in equity, to judgment for damages for wages lost by its members, employees of the employer, as well as to injunctive relief to restrain a further breach of this clause.

A number of provisions, mostly in the construction and utilities industries, permitted noncompliance with subcontracting provisions under certain circumstances. Commonly, the union waived enforcement if the employer, in fulfilling his obligations under the subcontracting clause, would violate State or Federal statutes. In a few additional situations, the clause could be bypassed if its compliance created economic hardships for the employer. The following provision from an electrical machinery agreement covered both situations:

When building or construction work of the type customarily performed by the building trades unions of the AFL-CIO is contracted out, preference shall be given to qualified contractors employing members of the trade unions affiliated with the AFL-CIO. Nothing herein shall require the company to violate Federal, State, or municipal regulations, to delay the work, to employ a contractor either not readily available or not equipped to do the work, or to bear unreasonable cost. If faced with such contingencies, the company shall immediately take the matter up with a proper representative of the local union.

Summaries of Studies and Reports

Labor Requirements for School Construction

EDITOR'S NOTE.—*The article that follows is a summary of the first of several studies undertaken by the Bureau of Labor Statistics to determine the labor requirements for various types of public construction. The full report will be published as BLS Bull. 1299. Additional studies currently underway deal with highways, hospitals, public buildings, and public housing. The results of the highway study will be summarized in the next issue of the Review.*

THE CONSTRUCTION of public schools in 1959 required 212 man-hours of employment per \$1,000 of construction contract, a survey by the Bureau of Labor Statistics indicates. These man-hour requirements consisted of 84 hours for on-site activity in the construction industry and 128 hours for various off-site activities required to produce and deliver the materials used by construction contractors plus their own off-site employment requirements. (See chart on p. ii of this issue.) Since the average cost of the schools surveyed was about \$730,000, the construction of each one created the equivalent of a year's employment for 81 workers—38 in construction and 43 in other activities.¹

Thus, with about 70,000 classrooms being built each year at a cost of some \$2.5 billion (about one-sixth of total public construction), it was estimated by the Bureau that such activity has been the source of over 115,000 jobs annually for on-site work in the construction industry and 160,000 in the off-site activities mentioned. Substantially higher employment will be required if the need for an estimated 427,000 new classrooms within the next 5 years is to be met.²

These estimates exclude work on school projects by government and public utility employees and those engaged in planning and designing, as well as work on site preparation and landscaping when

not included in the principal construction contract. They also exclude the multiplier effect of employment created by the spending of the wages of the workers and the profits of their employers. On the projects studied, on-site wages represented 26 percent of the total contract and the cost of materials was nearly 56 percent. The residual 18 percent, while not studied, would have covered such items as overhead and administrative costs, taxes, supplementary wage benefits, and profits.

Scope and Method of Survey

Data for this survey were collected from contractors and contracting authorities on 128 school construction projects, about equally divided between those built with Federal assistance and those financed solely by State and local agencies. Only new school buildings were studied; additions to existing buildings were excluded.

The projects were chosen to represent all public schools built under contracts awarded between July 1958 and June 1959. The sample was stratified by a number of school characteristics which were potential sources of variation in man-hour requirements: type of school (elementary or secondary), amount of contract, and regional location of the project, with adjustments to insure adequate representation of both metropolitan and nonmetropolitan areas and of the full range of costs per square foot. This sample design also yielded representative data by type of framing, exterior finish, number of stories, and other variables which were presumed to affect man-hour requirements.

The study was designed primarily to determine the man-hours implicit in each \$1,000 of new school building construction. It covered both on- and off-site employment associated with activities resulting from construction contracts, with the exclusions noted.

¹ The annual employment estimate for construction workers is based on total man-hour requirements divided by 50 times the 1959 average workweek in contract building construction work of 35.8 hours. For other types of employment, 2,000 hours were considered a year's employment.

² *Ten-Year Aims in Education, 1959-1969* (U.S. Office of Education, January 1961).

On-site man-hours were obtained, in most cases, from contractors' payrolls on an occupational basis. The on-site man-hour averages presented in the accompanying tables were obtained by combining the man-hours reported for individual projects with weights proportionate to the contract amount. The contractors were also queried on their use of mechanical equipment and the quantities and costs of materials used.

Off-site man-hours were estimated from reported purchases of materials, supplies, and equipment used at the construction site. Primary man-hours, or those of the employees in the manufacturing, transportation, and trade industries who were directly engaged in the production and distribution of these materials, were determined by using the information on purchases in conjunction with data on production and man-hours of employment from the 1958 Census of Manufactures. Indirect or secondary man-hours, or those of workers employed in activities generated by the transactions incident to the production and distribution of the materials, were determined by using data from the Bureau's study of 1947 inter-industry relationships.³ Adjustments were made for changes in prices and man-hour ratios on the basis of the BLS data on wholesale prices and output per man-hour. As indicated earlier, the resulting estimates do not include the employment generated by the spending of wages or profits by either the primary or secondary workers and employers.

School Characteristics

The size and cost of individual schools surveyed varied considerably by type of school, location, and type of construction. Secondary schools, for example, were more costly than elementary schools because they had more rooms and the additional facilities appropriate for higher levels of education cost more per room, as shown in the following tabulation:

	<i>All schools</i>	<i>Elementary</i>	<i>Secondary</i>
Average cost per—			
School.....	\$730, 000	\$370, 000	\$1, 433, 000
Classroom.....	\$35, 000	\$24, 800	\$44, 300
Square foot.....	\$14. 16	\$13. 26	\$14. 67
Number of class-			
rooms.....	21	15	32
Total square feet....	51, 000	28, 000	98, 000

Schools constructed in metropolitan areas—about 55 percent of those studied—were generally larger and more expensive than those built in nonmetropolitan areas. (See table 1.) Costs also varied by geographical location both in total cost and per square foot of space, particularly between the Northeast and the South. Part of the regional variation was due to regional differences in the characteristics of the schools.

In spite of certain differences in the type of construction, the great majority of the schools surveyed had many similar features. About 80 percent were one-story structures, without basements. Exterior walls were generally of masonry and the floors were poured concrete covered with some type of soft tile, usually asphalt. Most of the schools (83 percent) had cafeterias. While auditoriums and gymnasiums were generally found only in secondary schools, the others generally had a multipurpose room that also served for assemblies.

On-Site Labor Requirements

While over half of the projects required between 75 and 95 man-hours of on-site labor per \$1,000 of contract, requirements on the others varied substantially, reflecting special project circumstances such as the applicable building code, the choice of material, and the building design. Apart from the variation among individual projects, there were marked differences in labor requirements for schools with various characteristics. Thus, average on-site man-hour requirements for secondary schools—at 82.6 hours—were about 4 less than for elementary schools (table 2). Requirements for metropolitan locations were similarly lower than for nonmetropolitan areas. Schools constructed in the northeastern part of the country averaged 76 man-hours per \$1,000, compared with 99 in the South. Large projects typically required fewer on-site man-hours per \$1,000 than small ones.

The primary cause of these variations, however, appeared to be not the differences in characteristics themselves but those in construction methods. While the data on the extent to which mechanical equipment was used, the amount of prefabricated components used, and the relative employment of

³ See W. Duane Evans and Marvin Hoffenberg, "The Interindustry Relations Study for 1947," *Review of Economics and Statistics*, May 1952. For specific methods employed, see appendix A of BLS Bull. 1290.

skilled and unskilled labor are inadequate for precise measurement, they do support some inferences about their effect on labor requirements.

1. *Use of Mechanical Equipment.* The large projects and those built in metropolitan areas frequently made greater use of mechanical equipment, such as cranes, elevators, and conveyors. In general, these projects tended to show lower on-site unit man-hour requirements. Small projects or those some distance from available equipment were not usually able to take advantage of these devices. The degree of mechanization varied also by region.

2. *Amount of Prefabricated Components Used.* The extent to which prefabricated components are used is one of the more important determinants of on-site man-hour requirements. Although their use reduces on-site labor, much of the saving in man-hour requirements may represent employment transferred from the site to more remote shops and factories.

Prefabrication was used at various stages in construction on the projects surveyed. Some used prefabricated concrete units in the construction of the frame, others used prefabricated wall panels, and many used prefabricated units in the interior finish such as window and door frames, tack and chalk boards, and wardrobes.

3. *Employment of Skilled and Unskilled Labor.* Low man-hour requirements on a project were frequently associated with greater than average use of skilled craftsmen. Projects employing lower proportions of laborers and helpers usually had lower on-site man-hour requirements per \$1,000 of contract.

Regional Comparisons. Most projects in the Northeast required less than the national average of 84 man-hours of on-site labor. The relatively low average in that region, 76 man-hours per \$1,000, is believed to reflect the greater use of equipment, prefabrication, and a higher proportion of skilled

TABLE 1. NUMBER AND COST OF SURVEYED SCHOOL CONSTRUCTION PROJECTS, BY SELECTED CHARACTERISTICS AND REGION, 1959¹

Characteristic	United States			Northeast			North Central			South			West		
	Number of schools	Cost per—		Number of schools	Cost per—		Number of schools	Cost per—		Number of schools	Cost per—		Number of schools	Cost per—	
		Square foot	Class-room (thousands)		Square foot	Class-room (thousands)		Square foot	Class-room (thousands)		Square foot	Class-room (thousands)		Square foot	Class-room (thousands)
Total, all schools.....	128	\$14.16	\$35.0	22	\$16.99	\$42.7	26	\$13.67	\$35.1	41	\$12.11	\$26.1	39	\$14.25	\$38.4
Elementary.....	85	\$13.26	\$24.8	13	\$17.02	\$32.4	18	\$14.27	\$27.1	29	\$10.67	\$19.1	25	\$13.40	\$26.3
Secondary.....	43	14.67	44.3	9	16.97	50.2	8	13.35	42.3	12	13.49	36.4	14	14.61	46.8
In a metropolitan area.....	70	14.68	37.5	10	17.58	47.1	13	14.15	38.6	22	12.73	29.3	25	14.86	38.9
Not in a metropolitan area.....	58	13.11	30.5	12	16.01	36.6	13	12.74	29.4	19	10.67	20.2	14	12.97	37.3
Construction cost (thousands):															
\$200 and under.....	22	11.57	19.9	1	(²)	(²)	5	12.76	23.0	9	9.97	17.2	7	13.01	23.3
\$201 and under \$300.....	16	10.60	20.0	1	(²)	(²)	4	12.46	25.6	7	9.13	15.5	4	11.62	25.6
\$301 and under \$400.....	24	12.15	23.2	4	15.02	29.4	4	13.77	28.4	10	11.02	20.4	6	11.66	22.1
\$401 and under \$500.....	15	12.08	23.6	1	(²)	(²)	3	13.56	32.1	5	9.96	17.4	6	13.52	27.8
\$501 and under \$1,000.....	24	14.77	30.2	7	17.19	33.1	5	14.31	29.1	5	12.40	24.4	7	14.86	33.7
\$1,001 and under \$2,000.....	17	13.89	41.7	5	15.45	40.9	3	13.01	43.3	4	13.85	42.3	5	13.14	40.8
\$2,001 and over.....	10	10.48	56.3	3	18.88	61.3	2	(²)	(²)	1	(²)	(²)	4	15.86	56.8
Type of framing:															
Steel.....	51	14.77	38.7	14	16.98	45.4	12	13.12	34.7	17	12.41	27.7	8	15.84	49.5
Concrete.....	29	13.65	32.5	1	(²)	(²)	6	14.80	42.5	14	12.60	25.8	8	13.07	32.1
Load-bearing masonry.....	28	12.81	27.1	7	16.54	29.6	8	13.79	27.7	10	10.14	22.6	3	11.42	29.1
Wood.....	20	14.24	36.6										20	14.28	36.6
One story.....	101	13.13	29.1	13	15.72	35.9	20	13.75	31.9	33	10.97	21.4	35	13.63	32.7
Two or three stories.....	27	15.53	45.3	9	17.74	47.5	6	13.61	38.5	8	14.25	33.5	4	15.72	60.0
Full or partial basement.....	27	15.81	45.0	12	17.90	47.2	9	14.43	40.3	4	12.65	36.4	2	(²)	(²)
No basement.....	101	13.42	31.3	10	15.20	35.1	17	13.99	31.7	37	12.01	24.8	37	14.20	36.5
Exterior															
Masonry.....	105	14.09	34.5	21	17.01	43.2	26	13.67	35.1	36	12.31	26.7	22	13.37	35.6
Curtain wall.....	11	14.84	35.2	1	(²)	(²)				5	10.64	22.0	5	17.25	46.3
Other.....	12	14.15	39.3										12	14.15	39.3

¹ Construction work spanned the period 1958-60, but the major portion was done in 1959. The States included in each of the regions were as follows: *North-east*—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; *North Central*—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; *South*—Alabama, Arkansas,

Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; *West*—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

² Insufficient data to warrant presentation.

TABLE 2. ON-SITE MAN-HOUR REQUIREMENTS FOR SCHOOL CONSTRUCTION, BY SELECTED CHARACTERISTICS AND REGION, 1959*

Characteristic	Unit d States			Northeast			North Central			South			West		
	Man-hours per—			Man-hours per—			Man-hours per—			Man-hours per—			Man-hours per—		
	\$1,000 of contract	1,000 square feet	Class-room	\$1,000 of contract	1,000 square feet	Class-room	\$1,000 of contract	1,000 square feet	Class-room	\$1,000 of contract	1,000 square feet	Class-room	\$1,000 of contract	1,000 square feet	Class-room
Total, all schools.....	84.0	1,180	2,938	76.0	1,291	3,249	82.6	1,129	2,902	99.0	1,199	2,587	80.6	1,149	3,099
Elementary.....	86.7	1,150	2,153	83.3	1,417	2,697	78.9	1,126	2,136	105.1	1,122	2,006	75.6	1,013	1,986
Secondary.....	82.6	1,212	3,656	72.6	1,233	3,646	84.7	1,131	3,586	94.3	1,272	3,427	82.6	1,206	3,864
In a metropolitan area.....	82.6	1,212	3,092	74.4	1,307	3,499	77.9	1,102	3,007	94.9	1,208	2,778	82.1	1,220	3,197
Not in a metropolitan area.....	87.2	1,144	2,656	79.0	1,266	2,894	92.9	1,184	2,727	110.3	1,177	2,224	77.1	1,001	2,874
Construction cost (thousands):															
\$200 and under.....	90.0	1,041	1,787	(1)	(1)	(1)	98.4	1,256	2,260	96.1	958	1,650	77.7	1,012	1,812
\$301-\$300.....	92.0	974	1,842	(1)	(1)	(1)	90.8	1,131	2,322	98.6	901	1,526	79.0	918	2,024
\$301-\$400.....	95.6	1,101	2,214	84.2	1,265	2,476	78.9	1,087	2,238	116.7	1,286	2,380	80.5	939	1,780
\$401-\$500.....	85.8	1,037	2,029	(1)	(1)	(1)	93.3	1,264	2,991	96.7	963	1,678	75.4	1,019	2,059
\$501-\$1,000.....	81.2	1,199	2,449	79.1	1,359	2,619	76.7	1,097	2,231	103.1	1,278	2,512	70.6	1,048	2,376
\$1,001-\$2,000.....	82.2	1,142	3,427	74.5	1,151	3,047	83.7	1,089	3,623	92.6	1,282	3,914	79.2	1,040	3,233
\$2,001 and over.....	81.7	1,347	4,004	73.6	1,389	4,515	(1)	(1)	(1)	(1)	(1)	(1)	86.6	1,374	4,916
Type of framing:															
Steel.....	83.5	1,233	3,230	74.0	1,256	3,354	87.5	1,148	3,033	96.3	1,195	2,670	84.2	1,335	4,172
Concrete.....	88.6	1,209	2,876	(1)	(1)	(1)	72.5	1,073	3,081	101.5	1,278	2,621	79.5	1,038	2,548
Load-bearing masonry.....	81.6	1,046	2,212	74.7	1,235	2,208	84.0	1,158	2,328	100.2	1,016	2,270	68.6	783	1,999
Wood.....	80.5	1,146	2,949										80.5	1,146	2,949
One story.....	85.0	1,116	2,474	78.4	1,232	2,811	83.8	1,152	2,670	102.5	1,124	2,191	77.5	1,056	2,536
Two or three stories.....	82.8	1,287	3,750	74.8	1,326	3,551	81.6	1,111	3,140	93.9	1,338	3,612	87.2	1,371	5,229
Full or partial basement.....	82.5	1,304	3,707	78.2	1,399	3,690	80.7	1,164	3,254	108.6	1,374	3,950	(1)	(1)	(1)
No basement.....	84.8	1,138	2,653	71.0	1,079	2,490	84.3	1,103	2,668	97.1	1,166	2,405	80.5	1,143	2,941
Exterior:															
Masonry.....	83.2	1,172	2,870	76.0	1,293	3,283	82.6	1,129	2,902	98.3	1,211	2,629	76.1	1,018	2,705
Curtain wall.....	92.9	1,379	3,272	73.7	1,167	1,917				104.2	1,109	2,295	89.9	1,552	4,165
Other.....	82.1	1,163	3,230										82.1	1,163	3,230

*See footnote 1, table 1.

† Insufficient data to warrant presentation.

craftsmen. The same factors were also noted for projects constructed in the West, where 70 percent of the schools required less than 84 on-site man-hours per \$1,000 of contract and the average was 80.6. Characteristics of the schools in that region were noticeably different from those in other regions, as table 1 indicates.

Over 80 percent of the school projects in the South fell in the upper range of man-hour requirements and, in general, reflected more frequent use of laborers and helpers. The average project in the South required 99 man-hours per \$1,000 of contract.

Man-hour data from projects in the North Central region lacked the concentration noted in other regions. The average, close to the national figure, was 82.6 man-hours per \$1,000.

Comparisons by School Characteristics. Elementary schools required about 4 more man-hours of on-site labor for each \$1,000 of contract than secondary schools, as previously indicated. This relationship, however, was not consistent in the different regions and may reflect other factors such as the size of project or differences in design.

About the same differential in unit man-hour requirements was noted between the national averages for schools constructed in nonmetropolitan areas and those in metropolitan areas. Projects in the metropolitan areas might have required fewer on-site hours because they were of sufficient size to warrant the use of certain heavy equipment not usually available outside large cities, as well as prefabricated components, and they could draw upon a more highly skilled labor force. The differences in the labor requirements between these areas were most noticeable in the South and North Central regions; in the West, projects in nonmetropolitan areas required fewer man-hours than those in metropolitan areas.

In general, the smaller projects required more on-site man-hours per \$1,000 of contract but the differences in averages were usually small. The variation in man-hour requirements of individual projects, especially within regions, would indicate that, in the absence of procedures feasible with large projects to reduce manpower requirements, such factors as choice of materials and design are more important in determining on-site man-hour requirements per dollar of contract.

The type of framing had no consistent effect on the labor requirements. On the average, concrete framed schools had the highest on-site man-hour requirements, but this was not always true when data were compared on a regional basis.

Multistoried schools required slightly fewer man-hours per \$1,000 of contract than the more common one-story buildings, except in the West. The multistoried schools were usually secondary schools, larger on the average, and frequently located in metropolitan areas. As such, man-hour requirements were more likely to reflect the needs of these types of schools, which were generally lower than the national average.

No consistent differences in unit man-hour requirements were apparent between schools with or without basements. The exterior finish of the school also did not appear to be an important factor in the man-hour requirements of school construction.

Nationally, there was an inverse correlation between the cost per square foot and man-hour requirements per \$1,000 of construction. In part, this reflected the concentration of low-cost schools in the South where manpower requirements were highest. However, man-hour requirements per square foot were higher in all regions on the more

expensive projects, which frequently included more elaborate facilities.

Requirements by Occupation. The employment of different skills on the construction site varied among projects because of several factors. Among these are the types of construction and materials used, the extent of work assigned to laborers, and the number of different types of subcontractors and trade unions in the area.

Carpenters were the most commonly employed skilled craftsmen in school construction. They represented 18.7 percent of total on-site man-hours (table 3). Many of the duties they now perform are tasks which have replaced their former work. Installation of floor tile and metal forms and other jobs not associated with lumber are frequently done by carpenters. Carpenters were, therefore, found on the payrolls of many different types of special trades contractors.

Plumbers and bricklayers, the next most frequently employed skilled workers, each represented slightly less than a tenth of total employment. Electricians, ranking fourth, accounted for just over 7 percent.

Laborers, who were the largest single occupational classification, actually performed many

TABLE 3. ON-SITE MAN-HOUR REQUIREMENTS PER \$1,000 OF SCHOOL CONSTRUCTION, BY OCCUPATION AND REGION, 1959*

Occupation	United States		Northeast		North Central		South		West	
	Man-hours worked	Percent	Man-hours worked	Percent	Man-hours worked	Percent	Man-hours worked	Percent	Man-hours worked	Percent
Total, all occupations.....	84.0	100.0	76.0	100.0	82.6	100.0	99.0	100.0	80.6	100.0
General supervisors.....	2.8	3.3	2.7	3.5	2.9	3.5	3.6	3.6	2.3	2.8
Professional, technical, and clerical.....	.5	.6	.5	.6	.8	1.0	.6	.6	.4	.5
Journeyman craftsmen ¹	53.0	63.1	48.4	63.7	53.8	65.1	52.6	53.1	56.2	69.7
Bricklayers.....	7.8	9.3	8.6	11.3	10.6	12.8	9.7	9.8	4.2	5.2
Carpenters.....	15.7	18.7	11.9	15.7	11.7	14.2	14.9	15.1	21.4	26.5
Cement finishers.....	1.5	1.8	1.2	1.6	1.2	1.5	1.8	1.8	1.8	2.2
Electricians.....	6.0	7.1	5.6	7.3	6.4	7.7	5.6	5.7	6.3	7.8
Glaziers.....	.6	.8	.5	.7	.6	.7	.9	.9	.6	.7
Lathers.....	1.2	1.4	1.5	2.0	1.0	1.2	.8	.8	1.2	1.5
Operating engineers.....	1.6	1.9	1.7	2.3	1.0	1.2	1.6	1.7	1.9	2.3
Ornamental-iron workers.....	.9	1.1	1.3	1.7	1.1	1.3	.9	.9	.5	.6
Painters.....	2.8	3.3	2.7	3.6	2.3	2.8	2.7	2.8	3.0	3.8
Plasterers.....	1.1	1.3	.7	.9	1.0	1.2	.9	.9	1.5	1.9
Plumbers.....	7.9	9.4	7.3	9.6	9.1	11.0	7.8	7.8	7.9	9.8
Roofers.....	1.2	1.5	1.1	1.5	1.6	1.9	1.3	1.3	1.1	1.4
Sheet-metal workers.....	2.5	2.9	1.8	2.4	2.4	2.9	1.5	1.5	3.4	4.2
Structural-iron workers.....	1.4	1.7	1.5	1.9	2.5	3.0	1.3	1.3	.9	1.1
Terrazzo workers and tile setters.....	.8	.9	1.0	1.3	.8	1.0	.9	1.0	.5	.6
Truckdrivers.....	.7	.8	.6	.8	.5	.6	.7	.7	.8	1.0
Laborers.....	20.1	24.0	16.5	21.8	20.0	24.3	32.8	33.1	14.3	17.7
Helpers and tenders.....	4.3	5.1	4.6	6.0	2.4	2.9	5.6	5.6	4.2	5.3
Watchmen.....	.5	.6	.8	1.1	.2	.3	.8	.9	.1	.1
All others.....	2.1	2.6	1.8	2.4	2.1	2.5	2.3	2.3	2.4	2.9

*See footnote 1, table 1.

¹ Working foremen and apprentices are included with journeymen.

NOTE: Because of rounding, sums of percentages may not equal totals.

different types of work and were reported on the payrolls of almost every type of contractor. They represented nearly one-fourth of total on-site man-hours. An additional 5 percent was contributed by helpers and tenders. In the South, laborers, helpers, and tenders accounted for almost two-fifths of total man-hours, while in the West they represented less than one-fourth.

On the West Coast, where there was the greatest use of wood, carpenter employment represented over one-fourth of total on-site man-hours, the largest proportion of all regions; this region used the smallest proportion of bricklayers. Conversely, the North Central region used the highest proportion of bricklayers and plumbers and the lowest share of carpenters. The occupational distribution in the Northeast was very similar to that in the North Central except for a lower proportion of laborers and a higher proportion of helpers and tenders.

Apprentices employed under formal training programs accounted for 3.7 percent of total man-hours. Use of apprentices was greatest in the West and South and lowest in the Northeast.

The Cost of Direct Wages. Wage payments to on-site labor represented a little more than one-fourth of the total contract amount. Although both man-hour requirements and wage rates varied considerably among individual projects, higher wage rates were associated with lower man-hour requirements, so that the total proportion paid to on-site labor remained rather constant:

	Average hourly earnings	Man-hours per \$1,000 of contract	On-site wages as percent of contract
United States..	\$3.07	84.0	25.7
Northeast.....	3.32	76.0	24.0
North Central.....	3.27	82.6	25.4
South.....	2.62	99.0	26.9
West.....	3.27	80.6	26.0

Although the average wage rates and man-hour requirements varied between metropolitan and nonmetropolitan areas, and by type of framing and type of school, wages generally represented about 26 percent of the total contract value.

A few individual school projects differed substantially from the average proportion of wages to the total construction contract. In most cases, these projects involved special conditions such as a high degree of prefabrication of parts,

TABLE 4. TOTAL MAN-HOUR REQUIREMENTS PER \$1,000 OF SCHOOL CONSTRUCTION, BY SELECTED INDUSTRY CLASSIFICATIONS, 1959*

Industry classification	Total	Primary ¹	Secondary ²
Total.....	212	154	58
Construction.....	94	94	
On-site.....	84	84	
Off-site ³	10	10	
Manufacturing ⁴	78	47	31
Nonmetallic minerals and products (excludes petroleum and coal).....	15	13	2
Fabricated metal products.....	11	11	1
Iron and steel.....	10	1	9
Lumber, sawmills, and wood products.....	7	5	2
Insulated wire and cable and electrical fixtures.....	4	4	1
Cutlery, tools, valves, and other hardware.....	3	2	2
Plumbing fixtures and heating equipment.....	3	3	(4)
Iron and steel forgings and castings.....	3	2	1
Transportation.....	8	4	4
Roads, trucking, and water transportation (excluding overseas).....	8	4	4
Trade and services ⁵	20	9	11
Trade.....	13	8	5
Business services.....	4	1	3
All other.....	12		12

* See footnote 1, table 1.

¹ See text for definitions.

² Administrative, estimating, and warehousing functions.

³ Includes industries other than those shown separately.

⁴ Less than 0.5 man-hour.

NOTE: Because of rounding, sums of items may not equal totals.

site problems (e.g., limited accessibility), or unusual labor arrangements (e.g., travel time included at regular hourly rates).

Off-Site Employment

For each man-hour of employment on the construction site, an additional 1.5 man-hours of work were required to produce and distribute the necessary construction materials, supplies, and equipment used in construction. School construction projects, thus, gave rise to 128 man-hours of off-site employment per \$1,000 of contract, compared with 84 hours on-site. The off-site employment was generated in many industries, which were classified in the categories shown in table 4.

It is also useful to divide employment requirements into those at the primary and secondary stages of processing. As seen in the table, the primary man-hour requirements, estimated at 154, arose in the activities at the site and those most directly related to the construction activity. Included in these, in addition to site employment, were off-site construction employment, work in manufacturing industries performing the "last stage of processing" for materials prior to shipment to the site, and employment in transportation,

trade, and service organizations dealing in materials used at the site.

Secondary man-hour requirements were defined as those associated with all activities less directly related to the needs at the site. Such employment, totaling 58 hours or 27 percent of total man-hours requirements, covered all parts of the economy and included additional manufacturing, transportation, mining, services, etc.

Employment in certain industries is represented in both the primary and the secondary man-hour needs because their commodities or services were used both directly in site activity and indirectly by manufacturers producing items for site activity. For example, the sand and gravel industry furnished sand and gravel directly to the construction industry and also to the ready-mixed concrete industry which sold to the construction industry.

Materials Used

Material costs represented 55.5 percent of the total construction contracts.⁴ The variations from this average were very small, not only between regions but also within regions and between elementary and secondary schools. Nearly 70 percent of the school projects studied had material costs representing from 52 to 82 percent of their total construction contracts.

One characteristic, the size of project, did appear to be related to variation in the proportion of total cost going for materials. In general, there was an inverse relation between the size of project and the proportion that materials represented of the total contract, as shown in the following tabulation. There were indications, also, that planning and other off-site activities not covered in this survey were proportionately higher on more costly projects.

Cost of project	Materials as percent of contract
Under \$200,000.....	59.3
\$200,000—\$400,000.....	57.7
\$400,000—\$1,000,000.....	55.8
\$1,000,000—\$2,000,000.....	55.6
\$2,000,000 and over.....	53.9

Secondary schools, which were generally in the higher cost brackets, had material costs representing 55.1 percent of contracts. Elementary schools averaged 56.4 percent. The larger schools fre-

quently had auditoriums and gymnasiums which added to project costs but did not always add proportionately to material costs.

As the following tabulation shows, metal products (excluding plumbing and heating items) were the principal component, representing 16.1 percent of contract value.⁵ Within this group, about one-third of the expenditures comprised structural and reinforcing steel. Fabricated sheet metal products and metal windows and doors were also important items.

	Amount used per \$1,000 of contract ¹				
	United States	Northeast	Central	South	West
All products.....	\$354.60	\$521.90	\$574.70	\$577.80	\$550.90
Stone, clay, and glass products.....	138.10	132.90	161.60	150.40	119.80
Metal products (except plumbing and heating).....	161.00	154.50	155.20	177.10	156.70
Plumbing products.....	34.20	31.50	36.90	33.30	35.50
Heating and ventilating equipment.....	61.00	51.10	59.20	54.80	43.30
Electrical equipment, fixtures, and wire.....	58.10	53.60	65.60	67.20	58.10
Lumber and wood products.....	47.90	36.10	43.60	29.50	74.20
All other.....	64.20	63.00	52.60	75.40	63.30

¹ Includes supplies and depreciated value of construction equipment.

Stone, clay, and glass products were second in general importance. Over half of this was spent on cement, concrete, and concrete products. In recent years, ready-mixed concrete has become a major item (approaching 4 percent of total contract cost). Its growing importance has been reflected in reduced use of brick and other clay products which accounted for only 2.3 percent of contract costs.

The West, the only region where lumber continued to be used in large quantities in schools, used considerably less brick and stone. In the other regions, lumber was used primarily for millwork items, which accounted for at least half of the expenditures for lumber products. Even much of the lumber previously used for concrete work has been replaced by cardboard or reusable metal forms.

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⁴ Material costs included an estimate for the rental or depreciation charge for major construction equipment used on the job, which represented a small proportion of total costs.

⁵ Each percent of construction contract represents almost \$14 million of annual expenditures for construction materials at the current annual rate of school construction (e.g., the 16 percent represents \$224 million of metal products).

Wages in Nonmetropolitan Areas, Southern and North Central Regions

UNDER SECTION 4(d) of the Fair Labor Standards Act, the Secretary of Labor is required to submit an annual report to the Congress which includes an evaluation and appraisal of the minimum wage, established by the act as well as recommendations for further legislation. The Bureau of Labor Statistics and the Wage and Hour and Public Contracts Divisions have developed a survey program to implement that requirement.¹ As part of this program, the Bureau conducted a survey of wages in nonmetropolitan areas of the South and North Central regions of the United States for the payroll period ending nearest October 15, 1960, which revealed that straight-time hourly earnings for nonsupervisory employees in manufacturing and in selected nonmanufacturing industries averaged \$1.50 in the South and \$1.85 in the North Central States.² In the South, average earnings were \$1.49 in manufacturing industries and \$1.52 in the nonmanufacturing industries studied. Average earnings for the same two industry groups in the North Central region were \$1.94 and \$1.64, respectively. Ranked in descending order, the earnings of nonsupervisory employees in the nonmanufacturing industry divisions in both regions would be arrayed as follows: mining (except petroleum and natural gas), transportation (except railroads) and public utilities, finance, insurance and real estate, wholesale trade, and services (except nonprofit religious, charitable, educational, and humane organizations).³

Data were also tabulated separately for industries generally subject to and those not generally subject to the provisions of the Fair Labor Standards Act in 1960.⁴ In both regions, earnings were substantially higher in subject than in nonsubject industries. In the latter group, more than half the workers in the South and three-eighths of those in the North Central States earned less than \$1 an hour, whereas all but a few of the subject workers earned at least \$1 an hour, the Federal minimum at the time of the survey. In the South, 17 percent of the subject workers earned

between \$1 and \$1.05⁵ an hour, but only about 5 percent of the subject workers in the North Central areas had those earnings.

Earnings data are also presented separately for 15 nonmetropolitan county areas in the South and 11 in the North Central region.

Scope and Method of Survey

The wage data shown in this article cover all nonsupervisory workers⁶ employed in establishments with one or more workers. Wages are expressed as average straight-time hourly earnings,⁷ excluding premium pay for overtime and for work on weekends, holidays, and late shifts. Production bonuses and wage adjustments for cost-of-living were included as part of the workers' regular pay, but such payments as Christmas or yearend bonuses were excluded.

A two-stage sampling procedure was adopted for this study. First, all nonmetropolitan areas in each of the two regions were stratified by major industry and employment, and a county or group of counties was randomly selected to represent each stratum. Thus, the nonmetropolitan county areas selected in the South and the North Central regions represented all such counties in the two regions. Second, one-fifth of the establishments employing fewer than 20 workers and all of those employing 20 or more workers in the sample

¹ A list of the studies conducted since 1954 is available from the Bureau's regional offices, listed on the inside front cover of the Review, or from the Washington office.

² The States included in the regions are listed in footnote 5, table 1, and footnote 5, table 4. For definition of nonmetropolitan areas, see footnote 3, table 1.

The results of the survey are presented in greater detail in *Wages in Nonmetropolitan Areas, South and North Central Regions, October 1960*, BLS Report 190.

³ The industries studied are defined in the 1957 edition of the Standard Industrial Classification Manual prepared by the Bureau of the Budget.

⁴ The industries included in the subject and nonsubject groups are listed in footnote 3, table 2. Since data have been grouped by industry rather than by individual establishments and workers, the possibility exists that a few workers or establishments were classified improperly as to whether they are subject to the Federal minimum.

⁵ For ease of reading in this and subsequent discussions of tabulations, the limits of the class intervals are designated as from \$1 to \$1.05, or between \$1 and \$1.05, instead of using the more precise terminology of "\$1 and under \$1.05."

⁶ Included were all workers below the supervisory level, such as miners, production workers, office and clerical workers, inside salespersons, route men, repairmen, maintenance workers, installation men, cafeteria employees, custodial workers, and truckdrivers. Outside salesmen and force-account construction workers were excluded.

areas were studied. Data were obtained largely by mail questionnaire. Personal visits were generally confined to larger establishments and to a sample of all nonrespondents to the mail requests.

Southern Region

In nonmetropolitan areas of the South, straight-time earnings of nonsupervisory employees in the industries surveyed averaged \$1.50 an hour in

October 1960. Although individual earnings ranged from less than 40 cents to more than \$3, three-fourths of the workers earned from \$1 to \$2 an hour. Earnings for the middle half of the workers ranged from \$1.02 to \$1.73 an hour (table 1).

In manufacturing industries, average earnings were \$1.49 an hour. Earnings for 18 percent of the factory workers clustered between \$1 and \$1.05 an hour, within 5 cents of the \$1 Federal

TABLE 1. PERCENTAGE DISTRIBUTION OF AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF NONSUPERVISORY EMPLOYEES² IN NONMETROPOLITAN AREAS,³ BY SELECTED MAJOR INDUSTRY DIVISIONS AND GROUPS,⁴ SOUTHERN REGION,⁵ OCTOBER 1960

Average hourly earnings ¹	All industries ²	Manufacturing							Nonmanufacturing					
		All manufacturing ⁷	Food and kindred products	Textile mill products	Apparel and related products	Lumber and wood products	Furniture and fixtures	Paper and allied products	Total selected nonmanufacturing ⁸	Mining ⁹	Transportation and public utilities	Wholesale trade	Finance, insurance, and real estate	Services ¹⁰
Under \$0.40.....	0.4	(11)	(11)	-----	(11)	(11)	-----	-----	1.6	-----	0.1	-----	-----	4.7
\$0.40 and under \$0.45.....	.2	(11)	(11)	-----	(11)	(11)	-----	-----	1.2	-----	.3	-----	-----	2.2
\$0.45 and under \$0.50.....	.4	(11)	0.2	-----	-----	-----	-----	-----	1.2	-----	.3	-----	-----	3.4
\$0.50 and under \$0.55.....	.8	0.2	1.2	-----	0.1	(11)	-----	-----	2.6	-----	.2	(11)	0.1	7.6
\$0.55 and under \$0.60.....	.2	(11)	.1	-----	-----	-----	-----	-----	.8	0.2	.3	(11)	(11)	2.0
\$0.60 and under \$0.65.....	.6	.1	.1	-----	-----	0.4	-----	-----	2.1	.1	.8	0.1	.1	5.5
\$0.65 and under \$0.70.....	.4	(11)	.2	(11)	-----	(11)	-----	-----	1.3	.2	.9	.4	.2	2.8
\$0.70 and under \$0.75.....	.5	(11)	.1	(11)	-----	.1	-----	0.1	1.8	.2	.3	2.3	.1	3.7
\$0.75 and under \$0.80.....	.9	.1	.7	(11)	(11)	-----	0.3	-----	3.0	.1	.3	2.0	.2	7.4
\$0.80 and under \$0.85.....	.5	.1	.5	(11)	.4	-----	-----	-----	1.5	.1	.2	1.1	.2	3.7
\$0.85 and under \$0.90.....	.7	.2	.3	(11)	.7	.1	-----	-----	2.0	(11)	.4	.6	.5	5.1
\$0.90 and under \$0.95.....	.5	.2	.8	(11)	.2	-----	-----	-----	1.3	(11)	.4	.9	.5	2.9
\$0.95 and under \$1.00.....	.4	.1	.5	(11)	.4	-----	(11)	-----	1.0	1.4	.4	1.1	.8	1.3
\$1.00 and under \$1.05.....	16.5	17.7	31.6	6.5	30.9	40.6	16.8	5.0	13.3	3.8	13.9	24.4	12.9	10.6
\$1.05 and under \$1.10.....	4.7	5.1	7.2	2.9	10.8	9.2	13.9	.7	3.5	.4	2.6	7.7	4.4	2.7
\$1.10 and under \$1.15.....	5.5	5.8	6.0	3.3	9.2	12.8	12.0	1.1	4.9	1.9	3.7	11.8	5.1	3.0
\$1.15 and under \$1.20.....	5.0	5.9	10.2	5.3	9.5	6.4	15.5	1.0	2.7	.8	2.1	5.9	2.1	4.1
\$1.20 and under \$1.25.....	4.5	5.4	4.0	6.9	9.8	4.6	10.1	1.2	2.2	.7	2.5	3.9	4.0	1.1
\$1.25 and under \$1.30.....	6.1	6.6	7.6	9.7	5.8	8.1	8.4	.4	4.9	1.0	4.0	5.1	10.6	5.4
\$1.30 and under \$1.35.....	4.6	5.5	3.0	13.7	3.4	2.0	4.0	.6	2.1	.6	3.4	2.7	3.5	1.1
\$1.35 and under \$1.40.....	4.1	4.8	2.2	10.2	4.0	2.3	3.2	.2	2.1	.6	2.0	2.0	4.9	2.0
\$1.40 and under \$1.45.....	3.4	3.7	3.3	7.9	2.6	.6	2.7	.3	2.4	.5	2.8	3.2	4.3	2.1
\$1.45 and under \$1.50.....	2.9	3.3	1.3	6.9	2.2	1.1	1.2	.2	1.8	.3	3.7	1.7	2.7	1.0
\$1.50 and under \$1.60.....	5.0	5.2	3.3	7.9	3.7	3.9	2.4	1.8	4.6	2.8	5.1	4.6	8.6	3.7
\$1.60 and under \$1.70.....	3.6	3.9	2.9	6.2	2.4	1.7	1.6	.8	2.9	2.8	4.7	2.9	2.7	1.9
\$1.70 and under \$1.80.....	3.7	3.9	2.4	5.3	1.6	1.7	2.3	.8	2.9	2.9	4.3	2.3	4.7	1.9
\$1.80 and under \$1.90.....	3.4	3.4	2.2	3.5	.7	.7	1.3	12.9	3.3	2.4	5.7	3.7	4.8	1.5
\$1.90 and under \$2.00.....	2.4	2.7	1.5	1.8	.5	.5	.7	15.2	1.5	1.4	2.6	.9	3.0	.8
\$2.00 and under \$2.10.....	2.1	2.2	1.8	1.2	.2	.6	1.0	11.1	2.0	1.7	3.2	1.2	2.7	1.7
\$2.10 and under \$2.20.....	2.0	2.1	1.3	.3	.3	.6	.8	7.0	1.4	1.7	2.1	.8	2.9	.8
\$2.20 and under \$2.30.....	1.5	1.5	1.3	.2	.1	.2	.4	3.9	1.4	1.1	2.0	2.3	1.8	.5
\$2.30 and under \$2.40.....	1.3	1.2	.6	.2	(11)	.1	.1	6.0	1.4	1.3	2.2	1.1	1.8	.9
\$2.40 and under \$2.50.....	1.3	1.5	.4	.1	(11)	.1	.1	4.5	.8	1.2	1.5	.5	.9	.5
\$2.50 and under \$2.60.....	1.3	1.2	.3	(11)	.1	.2	.3	2.1	1.5	2.0	3.2	.9	1.3	.6
\$2.60 and under \$2.70.....	1.4	1.3	.1	(11)	-----	(11)	.2	2.6	1.9	.9	6.4	.7	.2	.4
\$2.70 and under \$2.80.....	1.1	1.3	.2	(11)	(11)	(11)	.1	.9	.8	.4	2.2	.5	.8	.3
\$2.80 and under \$2.90.....	1.3	1.1	.1	(11)	(11)	.7	.1	1.4	1.7	6.5	2.4	.3	.7	.2
\$2.90 and under \$3.00.....	1.3	1.0	.1	(11)	(11)	-----	.1	3.0	2.1	10.8	1.9	.3	.1	.1
\$3.00 and over.....	3.6	1.7	.4	(11)	.1	.2	.3	7.7	8.7	47.4	5.0	1.4	2.0	.8
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers (thousands).....	2,136	1,554	195	397	189	173	61	68	582	84	130	116	55	197
Average hourly earnings ¹	\$1.50	\$1.49	\$1.25	\$1.39	\$1.19	\$1.18	\$1.23	\$2.09	\$1.52	\$2.60	\$1.75	\$1.32	\$1.50	\$1.03

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Excludes outside salesmen. See also text footnote 6.

³ Nonmetropolitan areas, as used in this study, refer to all counties not defined by the Bureau of the Budget as Standard Metropolitan Statistical Areas. Thus, nonmetropolitan areas exclude those counties containing at least 1 central city of 50,000 population and those counties around such cities being metropolitan in character and economically integrated with the central city.

⁴ The 1957 revised edition of the Standard Industrial Classification Manual prepared by the Bureau of the Budget was used in classifying establishments by industry division and group.

⁵ Includes Alabama, Arkansas, Delaware, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia.

⁶ Excludes agriculture, contract construction, government, and retail trade.

⁷ Includes manufacturing industries in addition to those shown separately.

⁸ Excludes petroleum and natural gas.

⁹ Excludes railroads.

¹⁰ Excludes nonprofit religious, charitable, and educational organizations.

¹¹ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

TABLE 2. AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ AND PERCENT OF NONSUPERVISORY EMPLOYEES² EARNING LESS THAN SPECIFIED AMOUNTS OF PAY, SUBJECT AND NONSUBJECT INDUSTRIES,³ NONMETROPOLITAN AREAS,⁴ SOUTHERN AND NORTH CENTRAL REGIONS,⁵ OCTOBER 1960

Region and industry	Number of workers (thousands)	Average hourly earnings ¹	Percent of workers under—						
			\$0.75	\$1.00	\$1.05	\$1.15	\$1.25	\$1.50	\$2.00
South:									
Subject Industries.....	1,925	\$1.55	0.5	1.5	18.8	29.5	39.6	61.7	80.7
Nonsubject Industries.....	212	1.04	31.6	52.1	62.0	67.6	71.0	83.0	92.9
North Central:									
Subject Industries.....	1,428	1.91	.1	.5	5.0	10.6	15.5	28.3	56.3
Nonsubject Industries.....	129	1.25	16.2	37.5	48.5	52.9	55.9	71.9	85.8

¹ See footnote 1, table 1.² Excludes outside salesmen. See also text footnote 6.³ Subject and nonsubject industries are defined as those generally subject to and those generally not subject to the provisions of the Fair Labor Standards Act. The industries included in each group and within the scope of the survey are listed below by their respective Standard Industrial Classification Code (as defined by the Bureau of the Budget):⁴ *Subject Industries*—Mining (10, 11, 12, and 14); manufacturing (19 through 39); motor freight transportation and warehousing (42); water transportation (44); transportation by air (45); pipeline transportation (46); transportation services (47); communication (48); electric, gas, and sanitary services (49);

wholesale trade (50); finance and insurance (60, 61, 62, 63, 64, and 67); miscellaneous business services (73); and miscellaneous services (89).

⁵ *Nonsubject Industries*—Local and suburban transit and interurban passenger transportation (41); real estate (65 and 66); hotels and other lodgings (70); personal services (72); automobile repair and services (76); motion pictures (78); amusement and recreation services, except motion pictures (79); medical and other health services (80); legal services (81); educational services; museums, art galleries, botanical, and zoological gardens (84); and nonprofit membership organizations (86).⁶ See footnote 3, table 1.⁷ See footnote 5, table 1, and footnote 5, table 4.

minimum wage.⁷ Three-fifths of them received at least \$1.25 an hour.

The manufacturing industry groups shown separately in table 1 accounted for seven-tenths of all factory workers in southern nonmetropolitan areas. The average hourly earnings for each of the industry groups except the paper and allied products industry fell below the \$1.49 average for manufacturing as a whole. More than seven-tenths of the workers in each of these industries earned less than \$1.50 an hour. The influence of the \$1 Federal minimum wage was most apparent in the apparel, food, and lumber industries, where from three- to four-tenths of the workers earned between \$1 and \$1.05 an hour. Data for other manufacturing industries in the South were insufficient for separate presentation. Average earnings for these industries as a group were \$1.88 an hour.

In the selected nonmanufacturing industries, average hourly earnings for nonsupervisory employees were \$1.52—3 cents an hour more than in manufacturing. Individual earnings, however, were distributed somewhat differently. A fifth of the nonmanufacturing workers earned less than \$1, and nearly half less than \$1.25 an hour. A greater proportion of workers in nonmanufacturing

than in manufacturing had earnings of \$2 or more an hour (24 and 16 percent, respectively).

Among nonmanufacturing industries, average hourly earnings ranged from \$1.03 in the service industries to \$2.60 in mining. The differences in the distribution of workers' earnings are illustrated by contrasting the service industries, where more than half of the workers earned less than \$1, with mining, where more than two-thirds earned at least \$2.50 an hour.

Fewer than 2 percent of the workers in industries generally subject to the Fair Labor Standards Act in southern nonmetropolitan areas earned less than \$1 an hour, 17 percent were concentrated within 5 cents above the \$1 Federal minimum wage, and 30 percent were paid less than \$1.15 (table 2). By contrast, more than half the workers in nonsubject industries received less than \$1 an hour, 10 percent earned from \$1 to \$1.05, and 68 percent less than \$1.15 an hour. The differences in the wage distributions are reflected in the averages for the two groups, \$1.55 in subject industries and \$1.04 in nonsubject industries.

The lowest area average recorded among the 15 southern nonmetropolitan areas shown separately in table 3 was \$1.15 an hour, and the highest, \$2.33. In 11 of the 13 remaining areas, average hourly earnings ranged from \$1.29 to \$1.61 an hour. The wide range in average hourly earnings found among these areas is attributable, for the most part, to differences in industrial composition.

⁷ A small proportion of the workers employed in manufacturing industries earned less than \$1 an hour. Not all such workers are subject to the minimum wage provisions of the Fair Labor Standards Act. In addition to those engaged in intrastate commerce, others are exempt under conditions specified in sec. 13(a) of the act.

TABLE 3. AVERAGE STRAIGHT-TIME HOURLY EARNINGS,¹ AND PERCENT OF NONSUPERVISORY EMPLOYEES² EARNING LESS THAN SPECIFIED AMOUNTS OF PAY, BY MANUFACTURING AND SELECTED NONMANUFACTURING INDUSTRIES³ AND SELECTED NONMETROPOLITAN AREAS,⁴ SOUTHERN REGION,⁵ OCTOBER 1960

Nonmetropolitan areas ⁴	Number of workers ⁶	Average hourly earnings ¹	Percent of workers under—						
			\$0.75	\$1.00	\$1.05	\$1.15	\$1.25	\$1.50	\$2.00
Bartow and Cherokee Counties, Ga.....	5,300	\$1.36	1.2	2.2	13.6	25.3	39.0	73.4	95.3
Manufacturing.....	4,700	1.38	.1	.1	11.6	23.1	37.5	73.3	95.8
Nonmanufacturing.....	700	1.26	8.8	16.1	27.2	40.1	48.7	73.4	92.8
Beaufort, Tyrell, and Washington Counties, N.C.....	3,300	1.15	6.3	13.8	42.5	64.0	71.1	89.9	96.9
Manufacturing.....	2,500	1.18	(7)	5.4	37.1	62.8	69.7	91.2	97.3
Nonmanufacturing.....	800	1.06	28.1	43.5	62.5	69.5	77.3	86.3	96.6
Chambers and Lee Counties, Ala.....	11,600	1.41	1.3	3.0	8.3	12.7	23.7	67.8	98.8
Manufacturing.....	10,700	1.43	.6	.9	5.1	8.0	19.0	65.8	98.2
Nonmanufacturing.....	1,000	1.21	11.6	27.3	43.9	53.6	64.6	78.7	90.9
Charlotte and Sarasota Counties, Fla.....	5,700	1.61	5.4	8.2	21.1	25.5	28.5	52.0	75.3
Manufacturing.....	1,900	1.81	.1	.4	7.6	12.9	16.3	40.9	63.5
Nonmanufacturing.....	3,800	1.52	7.8	11.9	27.8	31.7	34.6	57.3	81.1
Cooke and Grayson Counties, Tex.....	8,800	1.50	6.7	9.7	27.1	36.9	44.4	56.4	77.6
Manufacturing.....	6,200	1.60	(7)	32.8	44.9	59.3	66.4	73.9	74.5
Nonmanufacturing.....	2,600	1.25	22.7	44.9	59.3	66.4	73.9	85.7	91.1
Florence County, S.C.....	5,800	1.29	4.1	11.9	31.6	42.2	63.5	80.5	91.1
Manufacturing.....	3,700	1.23	.5	27.0	41.2	71.0	88.7	97.4	97.4
Nonmanufacturing.....	2,200	1.39	10.9	31.0	39.3	43.9	51.1	66.8	80.7
Gaston County, N.C.....	28,400	1.47	(7)	1.1	4.4	10.7	26.1	69.7	90.1
Manufacturing.....	24,900	1.39	(7)	.8	3.6	10.1	27.0	75.0	96.0
Nonmanufacturing.....	3,500	2.03	(7)	3.6	10.4	14.9	19.4	31.4	48.0
Harrison County, W. Va.....	10,200	1.33	3.1	3.9	7.0	8.4	10.1	15.3	27.2
Manufacturing.....	5,500	2.32	(7)	(7)	1.0	1.9	2.8	4.7	12.2
Nonmanufacturing.....	4,600	2.11	6.8	8.6	14.1	16.2	18.9	28.3	45.4
Hopkins and Muhlenberg Counties, Ky.....	6,400	2.31	3.2	6.0	12.9	17.1	20.8	28.9	37.7
Manufacturing.....	900	1.24	.5	27.4	47.6	54.1	83.4	97.9	97.9
Nonmanufacturing.....	5,600	2.48	3.9	6.9	10.7	12.4	15.7	20.5	28.4
Jones County, Miss.....	7,800	1.57	2.1	4.3	21.1	27.7	35.6	45.2	79.2
Manufacturing.....	6,700	1.59	.3	1.5	19.8	26.2	34.5	43.5	79.4
Nonmanufacturing.....	1,100	1.45	14.2	22.8	30.5	37.3	42.3	55.7	76.6
Lake, Pasco, and Polk Counties, Fla.....	20,700	1.61	3.0	8.1	17.3	23.5	29.3	47.0	77.2
Manufacturing.....	7,600	1.61	.2	.3	9.1	16.9	25.2	53.0	80.1
Nonmanufacturing.....	13,100	1.61	4.4	12.5	22.0	27.3	31.7	43.6	75.5
Loudon and McMinn Counties, Tenn.....	7,000	1.50	.2	1.8	23.7	39.4	50.0	65.4	81.4
Manufacturing.....	6,500	1.52	.3	21.7	37.2	48.1	63.3	80.3	80.3
Nonmanufacturing.....	600	1.18	2.9	19.4	47.5	65.4	71.6	89.0	94.6
Somerset, Wilcox, and Worcester Counties, Md.....	11,700	1.35	.5	2.2	24.6	37.9	59.0	74.1	90.4
Manufacturing.....	9,100	1.28	.1	.3	24.9	39.9	66.0	79.6	93.7
Nonmanufacturing.....	2,600	1.59	1.4	8.1	22.7	30.3	34.1	54.4	77.8
Union County, Ark.....	4,700	1.75	2.9	4.2	21.7	34.1	41.5	51.6	62.6
Manufacturing.....	2,800	1.83	.7	3.3	31.5	41.4	50.3	56.6	66.6
Nonmanufacturing.....	1,900	1.61	22.7	38.9	52.7	62.6	72.6	84.4	92.6
Washington County, Va.....	5,800	1.59	4.6	6.0	12.4	21.4	29.7	44.7	73.2
Manufacturing.....	4,200	1.69	.2	.5	4.1	12.8	22.2	37.4	70.6
Nonmanufacturing.....	1,600	1.33	19.1	23.6	37.7	47.6	53.6	68.5	84.6

¹ See footnote 1, table 1. See also text footnote 6.

² Excludes outside salesmen.

³ See footnote 4, table 1.

⁴ See footnote 3, table 1.

⁵ See footnote 5, table 1.

⁶ Excludes agriculture, contract construction, government, and retail trade.

⁷ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Little or no relationship was found between average hourly earnings and either the populations of the areas or their proximity to metropolitan areas. Earnings in manufacturing averaged more than in the selected nonmanufacturing industries in two-thirds of the areas by amounts varying from 12 to 41 cents an hour. The influence of the \$1 Federal minimum wage was strongly apparent in eight areas, where the proportion of manufacturing workers earning from \$1 to \$1.05 an hour ranged from 18 to 32 percent. In only two areas, did as few as a tenth of the manufacturing workers earn less than \$1.15. In nine areas, between one-third

and seven-tenths of the manufacturing workers earned less than \$1.25 an hour. In nonmanufacturing, the proportion earning less than \$1 ranged from slightly more than one-tenth to more than two-fifths in 11 of the 15 areas.

North Central Region

The average wage level for nonsupervisory employees in nonmetropolitan areas of the North Central region was \$1.85 an hour in October 1960. Earnings for the middle half of these workers ranged from \$1.35 to \$2.30 an hour (table 4).

In manufacturing industries, average hourly earnings were \$1.94. Fewer than 1 percent of the workers earned under \$1 an hour, and all but 14 percent earned at least \$1.25 an hour. In contrast to the South, fewer than 5 percent of the North Central factory workers earned between \$1 and \$1.05 an hour. About as many workers (a fourth) earned less than \$1.50 as \$2.30 or more an hour. In the selected nonmanufacturing industries, average earnings were \$1.64, 30 cents an hour less than in manufacturing. Almost twice the proportion of workers in nonmanufac-

turing as in manufacturing earned less than \$1.50. A fourth of the nonmanufacturing workers received less than \$1.15, and more than a tenth less than \$1 an hour.

Among the selected nonmanufacturing industry divisions for which data are shown in table 4, the service industries recorded the lowest average earnings—\$1.23 an hour. Two-fifths of these workers earned less than \$1; they accounted for 86 percent of all the workers studied in nonmanufacturing who earned less than \$1. Workers in the mining industries had the highest average

TABLE 4. PERCENTAGE DISTRIBUTION OF AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF NONSUPERVISORY EMPLOYEES² IN NONMETROPOLITAN AREAS,³ BY MAJOR INDUSTRY DIVISIONS AND GROUPS,⁴ NORTH CENTRAL REGION,⁵ OCTOBER 1960

Average hourly earnings ¹	All industries ²	All manufacturing ²	Nonmanufacturing					
			Total selected nonmanufacturing ²	Mining ²	Transportation and public utilities ²	Wholesale trade	Finance, insurance, and real estate	Services ²
Under \$0.40.....	(II)	(II)	0.1		0.2		(II)	0.3
\$0.40 and under \$0.45.....	0.1		.3					1.1
\$0.45 and under \$0.50.....	(II)	(II)	.1		.3			1.2
\$0.50 and under \$0.55.....	.1	(II)	.5					1.8
\$0.55 and under \$0.60.....	.1	(II)	.3		(II)		0.1	.7
\$0.60 and under \$0.65.....	.5	(II)	1.7		(II)		.1	6.7
\$0.65 and under \$0.70.....	.2	(II)	.6		.9			1.4
\$0.70 and under \$0.75.....	.4	(II)	1.1	0.7	.3		(II)	4.0
\$0.75 and under \$0.80.....	.8	0.1	2.3		.5	0.1	.8	8.2
\$0.80 and under \$0.85.....	.4	.1	1.2		.2	.2		4.2
\$0.85 and under \$0.90.....	.5	.1	1.5		.1	.1		5.8
\$0.90 and under \$0.95.....	.4	.1	1.0		.2	.1	1.7	2.9
\$0.95 and under \$1.00.....	.2	.1	.5		.2	(II)	.2	1.6
\$1.00 and under \$1.05.....	5.0	4.0	7.6	1.9	4.3	11.0	3.9	11.5
\$1.05 and under \$1.10.....	1.8	1.6	2.1	(II)	2.2	2.7	1.6	2.7
\$1.10 and under \$1.15.....	3.8	3.6	4.2	2.9	2.6	6.9	6.2	2.5
\$1.15 and under \$1.20.....	2.1	2.0	2.4	4.4	1.6	2.8	4.9	2.0
\$1.20 and under \$1.25.....	2.7	2.2	3.7	1.4	2.4	7.5	4.5	1.2
\$1.25 and under \$1.30.....	4.1	2.9	6.8	3.8	4.5	9.1	5.7	8.3
\$1.30 and under \$1.35.....	2.3	2.4	2.3	1.1	1.6	2.6	3.1	2.6
\$1.35 and under \$1.40.....	2.5	2.4	2.7	.9	2.2	4.0	4.2	1.7
\$1.40 and under \$1.45.....	2.5	2.2	3.1	2.9	2.7	3.5	4.2	2.6
\$1.45 and under \$1.50.....	1.7	1.7	1.8	1.1	1.7	1.4	3.8	1.1
\$1.50 and under \$1.60.....	5.8	5.2	7.2	11.8	6.1	9.7	9.3	3.6
\$1.60 and under \$1.70.....	5.0	4.8	5.6	4.8	6.5	5.9	7.8	2.7
\$1.70 and under \$1.80.....	5.1	5.2	4.8	3.9	5.5	5.2	6.9	2.8
\$1.80 and under \$1.90.....	5.7	6.3	4.2	7.5	4.9	4.6	4.0	2.1
\$1.90 and under \$2.00.....	5.1	6.3	2.5	14.9	1.6	2.0	1.9	1.2
\$2.00 and under \$2.10.....	6.1	6.8	4.4	7.1	4.3	3.5	4.2	4.9
\$2.10 and under \$2.20.....	5.7	7.0	2.6	5.2	2.3	3.6	2.5	1.4
\$2.20 and under \$2.30.....	5.1	6.2	2.6	3.9	2.9	3.3	2.3	1.6
\$2.30 and under \$2.40.....	4.7	5.5	2.6	1.9	4.6	2.4	2.6	.7
\$2.40 and under \$2.50.....	3.6	4.5	1.4	1.1	3.1	.7	1.5	.4
\$2.50 and under \$2.60.....	4.1	4.7	2.8	.8	6.1	1.8	1.3	1.4
\$2.60 and under \$2.70.....	3.0	2.9	3.1	1.7	8.5	1.3	.7	.5
\$2.70 and under \$2.80.....	2.3	2.4	1.9	1.8	3.7	.9	3.4	.1
\$2.80 and under \$2.90.....	1.5	1.4	1.6	1.1	3.5	.9	1.3	.4
\$2.90 and under \$3.00.....	1.0	1.1	.7	.6	1.6	.7	.7	.3
\$3.00 and over.....	4.2	4.4	3.9	14.7	5.4	2.1	4.1	1.3
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers (thousands).....	1,558	1,092	466	29	136	120	66	115
Average hourly earnings ¹	\$1.85	\$1.94	\$1.64	\$2.05	\$1.94	\$1.57	\$1.70	\$1.23

¹ See footnote 1, table 1.

² Excludes outside salesmen. See also text footnote 6.

³ See footnote 3, table 1.

⁴ See footnote 4, table 1.

⁵ Includes Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin.

⁶ Excludes agriculture, contract construction, government, and retail trade.

⁷ Includes manufacturing industries in addition to those shown separately.

⁸ Excludes petroleum and natural gas.

⁹ Excludes railroads.

¹⁰ Excludes nonprofit religious, charitable, educational and humane organizations.

¹¹ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

TABLE 5. AVERAGE STRAIGHT-TIME HOURLY EARNINGS,¹ AND PERCENT OF NONSUPERVISORY EMPLOYEES² EARNING LESS THAN SPECIFIED AMOUNTS OF PAY IN MANUFACTURING AND SELECTED NONMANUFACTURING INDUSTRIES,³ SELECTED NONMETROPOLITAN AREAS,⁴ NORTH CENTRAL REGION,⁵ OCTOBER 1960

Nonmetropolitan areas ⁴	Number of workers ⁴	Average hourly earnings ¹	Percent of workers under—						
			\$0.75	\$1.00	\$1.05	\$1.15	\$1.25	\$1.50	\$2.00
Alpena County, Mich.	3,700	\$2.18	4.5	6.3	7.6	8.4	9.1	13.7	25.0
Manufacturing	3,000	2.33		.2	.5	1.3	1.6	5.3	14.9
Nonmanufacturing	700	1.55	24.3	32.5	38.1	39.1	41.6	50.5	69.3
Barton and Rice Counties, Kans.	2,600	1.69	4.5	8.1	11.6	13.6	17.1	40.0	71.0
Manufacturing	600	1.89			3.0	3.2	5.2	16.4	54.3
Nonmanufacturing	2,000	1.63	5.8	10.5	14.2	16.7	20.6	47.0	75.9
Crawford, Franklin, and Washington Counties, Mo.	6,700	1.56	.6	1.6	14.7	26.8	35.7	55.6	80.7
Manufacturing	5,400	1.52		.3	12.9	26.8	36.9	58.6	85.2
Nonmanufacturing	1,300	1.75	4.0	6.6	22.7	27.7	31.5	43.2	61.6
Elkhart County, Ind.	21,400	2.14	.2	1.4	2.8	4.0	6.4	15.5	38.8
Manufacturing	17,800	2.21	(?)	1	.6	1.6	3.7	10.5	33.5
Nonmanufacturing	3,600	1.81	.9	7.3	13.3	15.8	19.7	40.4	65.1
Fayette County, Ind.	4,100	2.13	.2	1.9	2.9	3.8	4.9	10.9	30.5
Manufacturing	3,500	2.23		.8	.9	1.1	1.3	4.8	22.1
Nonmanufacturing	600	1.60	2.0	15.8	21.2	27.6	47.7	80.6	
Manitowish County, Wis.	11,700	1.84	(?)	2.4	9.7	13.7	25.4	59.7	
Manufacturing	10,000	1.88		.7	5.0	7.5	11.2	22.0	58.3
Nonmanufacturing	1,700	1.66	.5	12.9	20.3	22.8	28.5	46.1	69.2
Marathon County, Wis.	10,900	1.93	.2	1.8	3.8	7.7	12.4	25.8	56.4
Manufacturing	7,500	1.90		(?)	1.6	4.9	9.0	22.7	55.9
Nonmanufacturing	3,300	2.01	.6	5.7	8.9	14.1	20.3	32.6	57.8
Portage County, Ohio	6,000	2.09	(?)	.4	1.9	3.8	6.2	12.6	40.1
Manufacturing	4,900	2.17		(?)	.6	2.1	4.1	9.4	34.6
Nonmanufacturing	1,500	1.86	.2	2.1	6.2	9.3	12.7	22.6	57.5
Sandusky County, Ohio	6,700	2.08	.3	1.4	6.0	7.8	10.6	19.8	38.4
Manufacturing	5,400	2.17		(?)	1.6	3.0	5.5	13.8	31.5
Nonmanufacturing	1,400	1.73	1.3	6.5	23.0	25.9	29.3	42.7	64.7
Whiteside, Ill.	7,000	2.31	.3	1.0	2.4	3.9	4.8	10.3	39.3
Manufacturing	6,000	2.41	.1	.2	.6	.9	1.1	4.8	34.4
Nonmanufacturing	1,100	1.72	1.3	5.6	12.6	21.5	26.4	40.9	67.1
Winona, Minn.	4,300	1.73	1.3	4.0	9.8	16.8	21.3	37.9	68.3
Manufacturing	2,800	1.76	(?)	.6	5.1	11.2	15.1	32.2	66.3
Nonmanufacturing	1,500	1.67	3.8	10.1	18.3	27.0	32.9	48.4	72.2

¹ See footnote 1, table 1.

² Excludes outside salesmen. See also text footnote 6.

³ See footnote 4, table 1.

⁴ See footnote 3, table 1.

⁵ See footnote 5, table 4.

⁶ Excludes agriculture, contract construction, government, and retail trade.

⁷ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

earnings (\$2.05 an hour). Fewer than 1 percent of these workers earned less than \$1 while two-fifths earned at least \$2 an hour.

In the North Central nonmetropolitan areas, no large concentration of workers was found at or near the Federal minimum wage of \$1 in the subject group. Earnings for nine-tenths of the subject workers were at least \$1.15, almost seven-tenths earned \$1.50 or more an hour, and more than two-fifths \$2 or more an hour. The relatively high earnings for this group are reflected in the the average of \$1.91 an hour. In nonsubject industries, where average earnings were \$1.25, nearly two-fifths of the workers earned less than \$1 and more than half under \$1.15 an hour.

Among the 11 North Central nonmetropolitan county areas shown separately in table 5, average

hourly earnings ranged from \$1.56 to \$2.31 an hour. Earnings averaged more than \$2 an hour in six of these areas. In manufacturing industries, earnings exceeded those in nonmanufacturing in nine of the areas by amounts varying from 9 to 78 cents an hour. Fewer than 5 percent of the manufacturing workers earned from \$1 to \$1.05 an hour in all but one of the areas. Except for that one area, no more than 15 percent of the manufacturing workers earned less than \$1.25; in six of the areas, about two-thirds or more earned at least \$2 an hour. In nonmanufacturing, fewer than a tenth of the workers earned less than \$1 an hour in most of the areas studied, and at least half of the workers earned \$1.50 or more in all of the areas.

—HERBERT SCHAFER

Division of Wages and Industrial Relations

Wages in Candy Manufacturing, November–December 1960

STRAIGHT-TIME hourly earnings of production workers in plants manufacturing candy and other confectionery products averaged \$1.57 in late 1960, according to a survey conducted by the Bureau of Labor Statistics.¹ The middle half of the nearly 50,000 workers within the scope of the survey earned between \$1.26 and \$1.80 an hour. Women, making up about three-fifths of the workers, averaged \$1.40 an hour, compared with \$1.82 for men.

Among the five regions² for which separate data are presented, average hourly earnings were highest in the Pacific (\$1.80) and lowest in the Southeast (\$1.24). Workers in six labor markets studied separately³ earned most in San Francisco–Oakland (averaging \$1.93 an hour) and least in New York City (\$1.54).

Candymakers, classes A and B, and candymakers' helpers, predominantly men, averaged \$2.23, \$1.84, and \$1.62 an hour, respectively. Bulk packers and fancy packers, together accounting for one-fifth of the workers and predominantly women, averaged \$1.41 and \$1.36, respectively.

The study provides separate tabulations of occupational wage data by size of establishment, by labor-management contract coverage, and by method of wage payment. Information was also developed on hours of work, shift differentials, and selected supplementary benefits such as paid holidays and vacations, and health, insurance, and pension plans for production and office workers.

Industry Characteristics

Packaged goods were the principal product in establishments employing about half of the production workers within the scope of the Bureau's study. Approximately one-fourth of the workers were employed in plants primarily engaged in making bar goods and 5- and 10-cent specialties. Bulk goods were most important in plants with about one-tenth of the workers, and salted peanuts in plants employing a slightly smaller proportion of the total work force.

The Middle Atlantic and Great Lakes regions each accounted for approximately three-tenths of

the production workers within the scope of the survey. Almost an eighth were employed in New England and less than a tenth in each of the two other regions, the Southeast and Pacific, for which data are presented. Nine-tenths of the workers were employed in metropolitan areas.⁴ The six local labor markets studied separately accounted for one-half of all production workers.

Establishments having at least 250 workers employed nearly three-fifths of the workers; about equal proportions of the remainder were employed in plants with 20–99 and 100–249 workers. None of the establishments studied had as many as 2,500 workers. Establishments employing 250 or more accounted for almost three-fourths of the workers in New England, approximately three-fifths in the Middle Atlantic and Great Lakes regions, and about two-fifths in the Southeast and Pacific regions.

Establishments with collective bargaining agreements covering a majority of their production workers employed approximately one-half of the industry's work force. Nearly nine-tenths of the workers in the Pacific region, four-fifths in the Middle Atlantic, two-fifths in the Great Lakes, and one-fourth in New England were employed in plants with such contract coverage. None of the establishments visited in the Southeast were in this category. As illustrated on the following page, the percent of workers in plants with con-

¹ A more comprehensive account of this survey will be presented in forthcoming BLS Report 195, *Wage Structure: Candy and Other Confectionery Products, November–December 1960*.

The study covered establishments employing 20 or more workers and classified in industry 2071, as defined in the 1957 Standard Industrial Classification Manual prepared by the U.S. Bureau of the Budget. The candy and other confectionery products industry includes establishments primarily engaged in manufacturing items such as bulk candy, packaged candy, candy bars, cough drops, candied, glazed, and crystallized fruits, fudge, marshmallows, and packaged salted or candy-covered nuts. Establishments primarily manufacturing solid chocolate bars and chewing gum (classified in industries 2072 and 2073, respectively) were excluded.

The straight-time hourly earnings for production and related workers presented in this report differ in concept from the gross average hourly earnings published in the Bureau's monthly hours and earnings series. Unlike the latter, the estimates presented here exclude premium pay for overtime and for work on weekends, holidays, and late shifts. In addition, establishments in this survey are weighted in accordance with their probability of selection from a regional-size class, and average earnings are calculated from the weighted data by summing individual hourly earnings and dividing by the number of such individuals. In the monthly series, the sum of the man-hour totals reported by establishments in the industry is divided into the reported payroll totals. The results from the monthly series give a greater weight to large establishments because of the nature of the sample.

² For definition of regions, see footnote 2, table 1.

³ Boston, Chicago, Los Angeles–Long Beach, New York City, Philadelphia, and San Francisco–Oakland.

⁴ Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget.

tract coverage was greatest in the largest establishments.

	Establishment size		
	20-99 workers	100-249 workers	250 or more workers
United States ¹ -----	32	47	61
New England-----	0	24	31
Middle Atlantic-----	49	78	94
Great Lakes-----	13	34	45
Pacific-----	73	100	100

¹ Includes data for regions in addition to those shown separately.

Women accounted for approximately three-fifths of the production workers in the industry and dominated such jobs as candy dippers and helpers, inspectors, packers, and wrappers. Men dominated the maintenance and custodial jobs and such occupations as candymakers and helpers, material handling laborers, and mogul operators and helpers. Regionally, the proportion of women employed ranged from slightly more than half in the Great Lakes to approximately two-thirds in the New England and Pacific regions. Chicago was the only area studied separately in which fewer than half the workers (46 percent) were women.

Incentive systems of wage payments applied to approximately three-tenths of the production workers in the industry.⁵ Almost two-fifths were paid on this basis in the Great Lakes region and about three-tenths in the New England, Middle Atlantic, and Southeast regions, few workers in the Pacific region received incentive pay. Almost half of the workers were paid incentive rates in Chicago and Philadelphia, a third in New York City, about a fourth in Boston, and less than 5 percent in Los Angeles-Long Beach and San Francisco-Oakland. Thirty-six percent of the workers in establishments employing 250 or more received incentive pay, compared with 20 and 16 percent, respectively, in the two smaller establishment-size groups. Occupations in which substantial numbers of workers were paid on this basis included machine wrappers and bulk and fancy packers.

⁵ Piece rates and bonus payments were about equally prevalent among these workers. Earnings based on an individual's production and those determined on a group basis applied to about the same proportions of the workers.

TABLE 1. PERCENTAGE DISTRIBUTION OF PRODUCTION WORKERS IN CANDY AND OTHER CONFECTIONERY PRODUCTS MANUFACTURING ESTABLISHMENTS, BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,¹ UNITED STATES AND SELECTED REGIONS,² NOVEMBER-DECEMBER 1960

Average hourly earnings ¹	United States ³			New England	Middle Atlantic	South- east	Great Lakes	Pacific
	Total	Men	Women					
Under \$1.00-----	0.2		0.4					
\$1.00 and under \$1.05-----	6.0	2.1	8.8	10.4	1.9	19.6	2.2	1.4
\$1.05 and under \$1.10-----	3.2	.8	4.9	2.0	.8	12.8	1.1	2.2
\$1.10 and under \$1.15-----	3.5	2.6	4.2	3.9	1.7	11.6	1.9	3.6
\$1.15 and under \$1.20-----	6.6	1.8	9.9	3.0	5.4	9.3	4.4	2.9
\$1.20 and under \$1.25-----	4.5	3.9	5.4	6.0	3.8	6.3	3.7	.4
\$1.25 and under \$1.30-----	4.4	2.2	6.0	6.2	5.5	7.7	3.5	.9
\$1.30 and under \$1.35-----	6.6	3.3	9.0	6.1	13.4	4.7	3.6	2.2
\$1.35 and under \$1.40-----	4.6	3.2	5.6	8.6	5.3	3.9	3.9	1.0
\$1.40 and under \$1.45-----	4.3	3.1	5.2	5.8	5.2	2.9	4.4	.6
\$1.45 and under \$1.50-----	5.2	3.4	6.5	8.6	6.7	6.6	4.1	.9
\$1.50 and under \$1.60-----	8.5	7.4	9.2	12.6	12.0	6.9	6.2	4.9
\$1.60 and under \$1.70-----	9.7	10.1	9.3	6.7	11.2	2.0	10.4	18.2
\$1.70 and under \$1.80-----	7.6	9.0	6.6	5.0	6.5	1.8	9.4	23.2
\$1.80 and under \$1.90-----	6.1	8.4	4.4	3.5	4.4	1.5	10.5	9.9
\$1.90 and under \$2.00-----	3.2	5.9	1.3	2.3	3.2	.6	4.3	5.0
\$2.00 and under \$2.10-----	3.4	7.0	.9	2.1	2.8	.7	6.1	3.3
\$2.10 and under \$2.20-----	3.1	5.1	1.6	1.5	2.5	.5	5.3	4.4
\$2.20 and under \$2.30-----	1.7	3.7	.3	1.3	1.9	.3	2.3	3.0
\$2.30 and under \$2.40-----	1.2	2.7	.1	1.9	.8		1.5	2.7
\$2.40 and under \$2.50-----	1.7	4.0	.1	.7	1.6		3.4	1.2
\$2.50 and under \$2.60-----	1.2	2.8	.1	.7	1.2	.3	1.6	2.4
\$2.60 and under \$2.70-----	.8	1.6	.1	.4	.6	(⁴)	1.3	1.9
\$2.70 and under \$2.80-----	.8	1.8	(⁴)	.2	.5		1.6	1.3
\$2.80 and under \$2.90-----	.5	1.3	(⁴)	.1	.3		1.1	.8
\$2.90 and under \$3.00-----	.4	.8	(⁴)	(⁴)	.1		.9	.3
\$3.00 and over-----	.8	1.9	(⁴)	.4	.8		1.2	1.3
Total-----	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers-----	49,851	20,555	29,296	5,934	14,738	3,246	15,170	3,747
Average hourly earnings ¹	\$1.57	\$1.52	\$1.40	\$1.47	\$1.58	\$1.24	\$1.75	\$1.80

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² The regions used in this study include: *New England*—Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont; *Middle Atlantic*—New Jersey, New York, and Pennsylvania; *Southeast*—Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina,

and Tennessee; *Great Lakes*—Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin; and *Pacific*—California, Nevada, Oregon, and Washington.

³ Includes data for regions in addition to those shown separately. Alaska and Hawaii were not included in the study.

⁴ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

Average Hourly Earnings

Production workers in the candy and other confectionery products manufacturing industry averaged \$1.57 an hour in November–December 1960, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts (table 1).⁶ The estimated 29,296 women averaged \$1.40 an hour, compared with \$1.82 for the 20,555 men. Earnings of production workers in the Great Lakes and Middle Atlantic regions, where the industry is most heavily concentrated, averaged \$1.75 and \$1.58 an hour, respectively.

Earnings of virtually all workers were within a range from \$1 to \$3 an hour. The middle one-half

⁶ Since April 1953, the date of the Bureau's previous wage study in the industry, average hourly earnings of production workers had increased 30 percent (\$1.21 to \$1.57). The estimated number of production workers had increased from 46,097 to 49,851. See "Wages in Candy and Other Confectionery Products, April 1953," *Monthly Labor Review*, October 1953, pp. 1082–1083. The 1953 study was limited to distributions of workers' earnings and did not include information on occupational earnings or supplementary benefits such as paid vacations and holidays.

had hourly earnings ranging from \$1.26 to \$1.80. In the Great Lakes and Middle Atlantic regions, earnings of the middle one-half ranged from \$1.41 to \$2.02 and \$1.32 to \$1.73, respectively. Approximately an eighth of all production workers earned less than \$1.15 and about a fourth, less than \$1.25 an hour. As indicated below, the proportions of workers in these categories varied substantially among the regions.

Percent of production workers receiving—

	Less than \$1.15 an hour	Less than \$1.25 an hour
United States ¹	13	24
New England.....	16	25
Middle Atlantic.....	4	14
Southeast.....	44	60
Great Lakes.....	5	13
Pacific.....	7	11

¹ Includes data for regions in addition to those shown separately.

Earnings of production workers averaged \$1.67 an hour in establishments employing 250 or more

TABLE 2. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF WORKERS IN SELECTED OCCUPATIONS IN CANDY AND OTHER CONFECTIONERY PRODUCTS MANUFACTURING ESTABLISHMENTS, UNITED STATES AND SELECTED REGIONS,² NOVEMBER–DECEMBER 1960

Occupation and sex	United States ¹		New England		Middle Atlantic		Southeast		Great Lakes		Pacific	
	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹
Candymakers, class A (932 men and 11 women).....	943	\$2.23	133	\$2.26	168	\$2.24	24	\$2.05	400	\$2.28	90	\$2.47
Candymakers, class B (1,364 men and 9 women).....	1,373	1.84	134	1.80	397	1.84	153	1.43	387	2.08	86	2.18
Candymakers' helpers: Total.....	2,445	1.62	159	1.52	335	1.49	387	1.23	1,029	1.91	168	1.85
Men.....	2,264	1.65	156	1.52	299	1.52	363	1.24	998	1.93	125	1.89
Women.....	181	1.30	179	1.39	166	1.32	24	1.04	31	1.31	43	1.72
Dippers, one-hand (825 women and 3 men).....	828	1.39	179	1.39	166	1.32	47	1.16	218	1.82	66	1.95
Dippers, machine: Total.....	627	1.69	54	1.68	98	2.05	47	1.16	218	1.82	66	1.95
Men.....	342	2.08	31	1.95	86	2.07	7	1.76	126	2.32	28	2.38
Women.....	285	1.22	23	1.39	16	1.32	40	1.06	92	1.14	38	1.64
Dipping-machine operators' helpers: Total.....	2,142	1.45	165	1.37	426	1.49	122	1.14	815	1.40	390	1.70
Men.....	125	1.66	11	1.46	41	1.49	115	1.12	41	2.11	15	1.95
Women.....	2,017	1.43	154	1.36	419	1.49	115	1.12	774	1.37	375	1.69
Filling-machine operators: Total.....	798	1.51	42	1.46	148	1.53	53	1.18	305	1.74	.....	.....
Men.....	215	1.89	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Women.....	583	1.37	42	1.46	122	1.56	48	1.13	151	1.43	.....	.....
Inspectors, candy (621 women and 22 men).....	643	1.59	21	1.77	236	1.65	88	1.23	221	1.68	26	1.79
Janitors: Total.....	1,489	1.55	152	1.44	390	1.57	106	1.16	544	1.70	85	1.92
Men.....	1,329	1.58	129	1.46	356	1.58	80	1.17	502	1.72	83	1.93
Women.....	160	1.32	23	1.39	24	1.41	.....	.....	42	1.53	.....	.....
Laborers, material handling (2,048 men and 15 women).....	2,063	1.60	255	1.52	447	1.52	160	1.20	690	1.88	226	1.60
Machinists, maintenance (all men).....	326	2.61	18	2.42	81	2.44	10	2.10	193	2.72	.....	.....
Maintenance men, general utility (all men).....	366	2.01	22	2.15	137	2.06	56	1.63	64	2.27	11	2.72
Mechanics, maintenance (all men).....	475	2.35	56	2.18	117	2.50	24	1.87	227	2.37	22	2.99
Mogul operators (244 men and 21 women).....	265	1.87	33	1.93	47	1.99	28	1.49	101	1.97	11	2.34
Mogul operators' helpers (541 men and 22 women).....	563	1.69	63	1.54	126	1.70	43	1.37	209	1.74	47	1.89
Packers, hand, bulk (3,584 women and 103 men).....	3,687	1.41	232	1.27	2,002	1.43	272	1.21	357	1.49	426	1.68
Packers, hand, fancy (6,288 women and 65 men).....	6,353	1.36	823	1.42	2,434	1.36	471	1.09	1,467	1.49	304	1.70
Watchmen (all men).....	216	1.55	15	1.70	87	1.44	13	1.17	103	1.65	.....	.....
Wrappers, machine: Total.....	2,728	1.56	101	1.45	674	1.57	402	1.29	1,131	1.69	126	1.62
Men.....	217	1.73	.....	.....	.....	.....	.....	.....	34	1.80	.....	.....
Women.....	2,511	1.55	86	1.44	527	1.51	394	1.29	1,097	1.69	126	1.62

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² For definition of regions see footnote 2, table 1.

¹ Includes data for regions in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

TABLE 3. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF WORKERS IN SELECTED OCCUPATIONS IN CANDY AND OTHER CONFECTIONERY PRODUCTS MANUFACTURING ESTABLISHMENTS, SELECTED AREAS, NOVEMBER-DECEMBER 1960

Occupation and sex	Boston		Chicago		Los Angeles-Long Beach		New York City		Philadelphia		San Francisco-Oakland	
	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹
MEN												
Candymakers, class A	128	\$2.22	---	---	24	\$2.56	45	\$2.27	6	\$2.35	35	\$2.49
Candymakers, class B	102	1.90	206	\$2.13	46	2.15	144	1.87	69	2.08	28	2.22
Candymakers' helpers	127	1.57	749	2.04	55	1.81	123	1.52	100	1.55	46	1.94
Dippers, machine	31	1.95	86	2.44	9	2.34	28	2.18	---	---	18	2.41
Janitors	120	1.49	383	1.69	36	1.80	113	1.48	82	1.54	22	1.98
Laborers, material handling	239	1.54	465	1.92	---	---	108	1.43	57	1.48	49	2.31
Maintenance men, general utility	19	2.17	20	2.53	---	---	53	2.11	42	1.98	---	---
Mechanics, maintenance	43	2.24	141	2.48	7	2.77	22	2.44	32	2.44	---	---
Mogul operators	33	1.93	56	2.11	---	---	14	1.84	15	2.29	---	---
Mogul operators' helpers	63	1.54	109	1.86	---	---	48	1.62	---	---	---	---
Watchmen	15	1.70	87	1.68	---	---	20	1.43	7	1.59	---	---
WOMEN												
Dippers, one-hand	164	1.42	---	---	68	1.83	31	1.70	---	---	31	1.84
Dipping-machine operators' helpers	154	1.36	415	1.27	---	---	250	1.55	---	---	---	---
Filling-machine operators	42	1.46	104	1.53	---	---	75	1.59	---	---	---	---
Janitors	23	1.33	23	1.58	---	---	9	1.35	---	---	---	---
Packers, hand, bulk	148	1.33	---	---	86	1.62	670	1.44	198	1.41	242	1.74
Packers, hand, fancy	721	1.47	877	1.54	103	1.52	954	1.40	---	---	---	---
Wrappers, machine	74	1.44	612	1.87	67	1.53	68	1.35	89	1.49	37	1.74

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

workers, \$1.46 in establishments with 100 to 249 workers, and \$1.45 in plants with 20 to 99 workers. In the Great Lakes region, average hourly earnings of workers in these three establishment-size groups were \$1.92, \$1.52, and \$1.41, and in the Middle Atlantic region, \$1.65, \$1.46, and \$1.51, respectively.

Workers in metropolitan areas averaged \$1.59 an hour, compared with \$1.39 for those in non-metropolitan areas. The corresponding averages in the Great Lakes region were \$1.77 and \$1.63.

Production workers in establishments with union contracts averaged \$1.62 an hour, compared with \$1.53 in establishments in which none or a minority of the workers were covered by such contracts. In the Pacific region, workers in union establishments had an average wage advantage of 23 cents an hour, but in the Middle Atlantic and Great Lakes regions, average earnings were slightly higher in nonunion than in union plants.

In considering the wage differences noted in the preceding paragraphs and in the later discussion of occupational earnings, it must be emphasized that the exact influence of any one characteristic cannot be fully isolated. For example, as indicated earlier, wages tend to be higher in large establishments than in small establishments. Large establishments tend to be more highly unionized and to make greater use of incentives.

Size, unionization, method of wage payment, and possibly other characteristics, such as location and size of community, may all play a role in the determination of wage levels. In a study such as this, their separate influence cannot be disentangled.

Occupational Earnings

The occupational classifications for which data are presented in tables 2 and 3 accounted for about three-fifths of the production and related workers within the scope of the survey. Occupational groups with nationwide averages above \$2 an hour included men employed as maintenance machinists (\$2.61), maintenance mechanics (\$2.36), class A candymakers (\$2.23), machine dippers (\$2.08), and general utility maintenance men (\$2.01). Women employed as janitors, candymakers' helpers, and machine dippers were the lowest paid groups studied, averaging \$1.32, \$1.30, and \$1.22, respectively.

Among the numerically most important jobs studied, fancy packers, bulk packers, and machine wrappers averaged \$1.36, \$1.41, and \$1.56, respectively. The large majority of the workers in each of these three jobs were women. Candymakers' helpers, a large proportion of whom were men, averaged \$1.62 an hour.

Nationwide earnings of women employed as helpers to dipping machine operators exceeded the average for women operators of dipping machines. This unexpected relationship, which also held in each of the three regions for which comparisons could be made, results from the different proportions of workers in these job classifications in establishments of different pay levels. Thus, some high wage establishments reported women helpers but only men operators. As would be expected, operators earned more than helpers in each of the establishments reporting both classifications, with differences in some instances amounting to as much as 60 cents an hour.

Average hourly earnings of workers in the selected occupations in the Great Lakes, Middle Atlantic, and Pacific regions were generally higher than the national averages; in the New England and Southeastern States, they were usually lower.

Occupational averages were generally higher in the larger than in the smaller establishments. There was, however, no consistent relationship between occupational earnings in union and non-union establishments even when comparisons were limited to the same establishment-size groups.

Incentive-paid workers typically had higher occupational average hourly earnings than workers paid time rates. For example, in the Middle Atlantic region, women fancy packers, hand, who were paid on an incentive basis averaged \$1.51, compared with \$1.29 for time-rated workers. In the Great Lakes region, the corresponding hourly averages were \$1.61 and \$1.28.

Earnings of individual workers varied considerably within the same job and general geographic location. In many instances, particularly for jobs commonly paid on an incentive basis, hourly earnings of the highest paid workers exceeded those of

TABLE 4. PERCENT OF PRODUCTION WORKERS IN CANDY AND OTHER CONFECTIONERY PRODUCTS MANUFACTURING ESTABLISHMENTS WITH FORMAL PROVISIONS FOR SELECTED SUPPLEMENTARY WAGE BENEFITS,¹ UNITED STATES AND SELECTED REGIONS,² NOVEMBER-DECEMBER 1960

Selected benefits	United States ³	New England	Middle Atlantic	Southeast	Great Lakes	Pacific
Paid vacations:⁴						
After 1 year of service.....	97	100	98	88	94	97
1 week.....	87	85	94	73	92	89
2 weeks.....	4	10	4	4	2	2
After 5 years of service.....	98	100	99	88	98	97
1 week.....	5	99	7	16	2	86
2 weeks.....	88	1	84	61	95	11
3 weeks.....	3	1	9	—	—	—
After 15 years of service.....	98	100	99	88	98	97
1 week.....	5	—	7	16	2	—
2 weeks.....	26	27	12	47	18	2
3 weeks.....	66	73	81	14	77	91
After 25 years of service.....	98	100	99	88	98	97
1 week.....	5	—	7	16	2	—
2 weeks.....	26	27	10	47	18	2
3 weeks.....	50	50	61	14	54	89
4 weeks.....	17	23	22	—	23	6
Paid holidays:⁵						
Less than 5 days.....	92	99	97	37	98	99
5 days.....	4	1	3	5	2	—
6 days.....	33	3	4	25	1	—
7 days.....	21	8	23	7	66	26
8 days.....	11	22	15	—	6	6
9 days.....	3	11	4	—	—	—
10 days.....	11	31	26	—	—	—
11 days.....	7	23	13	—	—	—
Health, insurance, and pension plans:⁶						
Life insurance.....	81	82	86	82	82	75
Accidental death and dismemberment insurance.....	45	31	27	60	69	52
Sickness and accident insurance or sick leave or both ⁷	73	66	88	44	77	84
Sickness and accident insurance.....	65	66	88	44	63	34
Sick leave (full pay, no waiting period).....	7	—	3	—	14	24
Sick leave (partial pay or waiting period).....	1	—	—	—	—	42
Hospitalization insurance.....	82	58	86	85	87	91
Surgical insurance.....	79	47	86	85	85	91
Medical insurance.....	50	41	27	55	80	89
Catastrophe insurance.....	16	—	6	39	31	4
Retirement pension.....	56	46	75	43	62	74

¹ If formal provisions for supplementary benefits in an establishment were applicable to half or more of the workers, the benefits were considered applicable to all workers. Because of length-of-service and other eligibility requirements, the proportion of workers currently receiving the benefits may be smaller than estimated.

² For definition of regions, see footnote 2, table 1.

³ Includes data for regions in addition to those shown separately.

⁴ Vacation payments such as percentage of annual earnings were converted to an equivalent time basis. The periods of service were arbitrarily chosen and do not necessarily reflect the individual establishment provisions for progression. Thus, the changes indicated at 5 years may include changes

occurring between 1 and 5 years. The totals shown for the respective periods of service include lengths of vacations in addition to those shown separately.

⁵ Tabulations were limited to full-day holidays; additional half-day holidays were provided in some establishments. Because of rounding, sums of individual items may not equal totals.

⁶ Includes only those plans for which at least a part of the cost is borne by the employer, and excludes legally required plans such as workmen's compensation and social security.

⁷ Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

the lowest paid in the same job and area by \$1 or more. Some workers in a relatively low-paid job (as measured by the average for all workers) earned as much as some workers in jobs for which higher averages were recorded.

Selected Establishment Practices

Data were also obtained on work schedules and supplementary benefits, including paid holidays and vacations, retirement plans, life insurance, sickness and accident insurance, hospitalization, surgical, and medical benefits for production and office workers.

Scheduled Weekly Hours and Shift Practices. A work schedule of 40 hours a week was in effect in establishments employing 94 percent of the production workers and 83 percent of the office employees in November-December 1960. This was the schedule for nine-tenths or more of the production workers in each of the five regions and six areas studied separately and the predominant schedule for office workers in all except the New England region and in Boston and New York City. Weekly schedules of 37½ and 38½ hours applied to three-fifths of the office workers in New England and to almost three-fourths in Boston. A majority of the office workers in New York City had weekly schedules of 37½ hours or less.

Approximately 13 percent of the production workers were employed on second-shift operations during the payroll period studied. The differentials paid these workers varied greatly but most commonly amounted to 5 cents an hour above first-shift rates. Third-shift operations accounted for 2 percent of the workers.

Paid Holidays. Paid holidays were provided nearly all production and office workers. The most common provisions were 6 or 7 days annually, with additional half days in some instances. These were also the predominant provisions for production workers in the Great Lakes and Pacific regions (table 4) and in the areas studied separately in these regions. Production workers in New England and in Boston and New York City typically received 10 or 11 days. The most common provisions in the Middle Atlantic region were 7 and 10 days while 8 days were more common in Philadelphia. Less than two-fifths of the production

workers in the Southeast region were provided paid holidays, usually 5 days a year.

Paid Vacations. Virtually all production and office workers were eligible for paid vacations after qualifying periods of service. Approximately nine-tenths of the production workers were eligible for 1 week of vacation after 1 year of service and 2 weeks after 5 years. Two-thirds were employed in establishments providing 3-week vacations after 15 years of service and a sixth were eligible for 4 weeks after 25 years. Regional differences in provisions were less pronounced after 1 year of service than after longer periods of service. The proportion of production workers employed in establishments providing 1 week after 1 year ranged from 73 percent in the Southeast to 94 percent in the Middle Atlantic region. After 15 years of service, 14 percent of the workers in the Southeast were eligible for 3 weeks compared with 91 percent in the Pacific region.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, was available to approximately four-fifths of the production workers and about the same proportion of the office employees. Sickness and accident insurance or sick leave was applicable to nearly three-fourths and accidental death and dismemberment and medical insurance to about half of the production workers. Provisions for these types of insurance varied among the regions and areas for which separate data are presented. For example, the proportions of production workers covered by surgical insurance ranged from 47 percent in New England to 91 percent in the Pacific region and from 55 percent in Boston to 100 percent in San Francisco-Oakland.

Retirement pensions (other than benefits available under Federal Old-Age, Survivors, and Disability Insurance) were provided by establishments employing almost three-fifths of the production and office workers. These benefits were somewhat more prevalent for production workers in the Middle Atlantic and Pacific than in the other regions for which data are presented.

—FRED W. MOHR

Division of Wages and Industrial Relations

Wages in the Dress Manufacturing Industry, August 1960

PRODUCTION WORKERS in New York City dress factories averaged \$2.48 an hour (exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts), the highest among the 12 important dress manufacturing areas studied by the Bureau of Labor Statistics in August 1960.¹ Average earnings of workers in the other survey areas ranged from \$2.14 an hour in Paterson-Clifton-Passaic to \$1.39 in Dallas.²

Individual earnings of production workers were widely dispersed in each of the survey areas, ranging from \$1³ to more than \$4 an hour in many of the areas. The proportions of workers earning less than \$1.15 an hour ranged from approximately 2 percent in New York City and Paterson-Clifton-Passaic to 24 percent in Cleveland and 29 percent in Dallas. The proportion of workers earning less than \$1.25 an hour amounted to slightly more than two-fifths in Dallas and Wilkes-Barre-Hazleton, two-fifths in Cleveland, a fourth in Fall River and New Bedford, a fifth in St. Louis, and a sixth or less in the other seven areas.

Sewing-machine operators under the tailor system in New York City averaged \$2.58 an hour; averages in other areas ranged from \$2.29 in Philadelphia to \$1.56 in Dallas. Sewing-machine operators under the section system earned somewhat less, averaging from \$2.03 an hour in Paterson-Clifton-Passaic to \$1.37 in Cleveland and \$1.35 in Dallas. In each area studied, all or a large majority of the sewing-machine operators were women.

Men in the industry were usually employed as cutters and markers, and hand pressers; however, women outnumbered men in the latter occupation in all areas except New York City and Paterson-Clifton-Passaic. Average hourly earnings for cutters and markers ranged from \$3.21 in New York City to \$2.02 in Dallas.

A majority of the production workers in all areas studied received various types of supplementary wage benefits. Workers covered by labor-management agreements were usually entitled to paid vacations, paid holidays, health and insurance benefits, retirement pension plans, and

supplementary unemployment benefits in the event of permanent plant shutdowns.

Industry Characteristics

The 12 areas surveyed accounted for about two-thirds of the 140,000 production workers estimated to be employed in the industry at the time of the Bureau's study. New York City alone had two-fifths of the industry's production workers. Since the Bureau's last study of the industry, August 1955, employment had increased in Dallas, Los Angeles-Long Beach, Newark and Jersey City, Paterson-Clifton-Passaic, and Wilkes-Barre-Hazleton, and declined in six areas.⁴

Dress manufacturing shops typically employ a comparatively small number of workers, partly because contracting arrangements divide the manufacturing process among establishments. The regular or inside shop owns the material, performs all or most of the manufacturing, and sells the finished garments. Jobbers own the material and sell the product, but have all or a major part of their manufacturing done by others (contractors).⁵ Contractors manufacture dresses from materials owned by others, selling only their services.

Contracting out is more prevalent in New York City than in other areas. Despite a drop of more than 5,000 workers in contract shops since 1955, such shops in New York City in August 1960 employed almost twice the number of production workers in regular shops. Moreover, virtually

¹ The survey was limited to establishments employing eight or more workers and primarily engaged in manufacturing women's and misses' (including junior misses') dresses for street, sport, and evening wear. Establishments primarily engaged in manufacturing housedresses, hoovers, uniforms, and other household apparel were excluded. A more comprehensive account of the survey is presented in forthcoming BLS Report 193, *Wage Structure: Women's and Misses' Dresses, August 1960*.

² For definition of areas, see footnote 2, table 1.

³ In some areas, a very small proportion of workers employed as learners or handicapped workers were reported as earning less than \$1 an hour. (See table 1.)

⁴ See *Monthly Labor Review*, May 1966, pp. 537-542. The Fall River and New Bedford area was not included in the 1955 study. Current estimates of the number of production workers are not exactly comparable with those reported for August 1955. Data for the previous study excluded workers in certain indirect occupations such as maintenance, custodial, and shipping, which accounted for an estimated 5 percent of the production workers.

⁵ Typically, "jobbers" cut the materials and have the parts sewn by "contractors"; some finishing operations such as pressing and hand sewing may also be performed by the jobber. For the purposes of this study, jobbers who did no manufacturing were excluded; those that did some manufacturing were included with regular shops.

all employees in the dress manufacturing areas within a short distance from New York City—Fall River and New Bedford, Newark and Jersey City, Paterson-Clifton-Passaic, and Wilkes-Barre-Hazleton—were in contract shops. In the remaining areas, with the exception of Boston, all or a majority of the workers were employed in regular shops.

The section system, in which sewing-machine operators perform specific easily learned tasks, is generally used in shops making cheaper dresses. At the time of the study, the section system was prevalent in Chicago, Cleveland, Dallas, Fall River and New Bedford, Philadelphia, St. Louis, and Wilkes-Barre-Hazleton.

The singlehand or tailor system, in which individual operators perform all or nearly all of the sewing-machine operations involved in the manufacture of a complete garment, was prevalent in New York City, the production center for highly styled garments. Over nine-tenths of the almost

28,000 sewing-machine operators in this area in August 1960 were thus employed.

A large proportion of the production force in each of the areas were women—approximately three-fourths of the workers in New York City, over four-fifths in Boston, Chicago, and Philadelphia, and nine-tenths or more in the remaining areas. Men were usually employed as cutters and markers, pressers, and in custodial and maintenance jobs. Although the sewing operations were largely performed by women, a substantial number of men in New York City continued to be employed as sewing-machine operators.

Incentive wage systems—particularly individual piecework—were used extensively in each area. The proportion of workers paid on an incentive basis ranged from about three-fifths in Boston, Dallas, and Los Angeles-Long Beach to four-fifths in the Paterson-Clifton-Passaic area. Among the occupations studied separately, cutters and markers, final inspectors, thread trimmers, and

TABLE 1. PERCENT DISTRIBUTION OF ALL PRODUCTION WORKERS IN WOMEN'S AND MISSES' DRESS MANUFACTURING ESTABLISHMENTS, BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,¹ 12 SELECTED AREAS,² AUGUST 1960

Average hourly earnings ¹	Boston	Chicago	Cleveland	Dallas	Fall River and New Bedford	Los Angeles-Long Beach	Newark and Jersey City	New York City			Paterson-Clifton-Passaic	Philadelphia	St. Louis	Wilkes-Barre-Hazleton
								All shops	Regular shops	Contract shops				
Under \$1.00.....		0.2	0.4	0.1	0.1	(³)							0.1	0.1
\$1.00 and under \$1.10.....	4.7	5.6	17.6	22.4	3.9	6.8	4.5	0.7	0.5	0.8	1.2	1.7	2.1	7.7
\$1.10 and under \$1.20.....	5.8	8.3	16.1	16.2	8.8	5.0	6.4	1.5	1.0	1.8	2.1	2.9	12.1	24.5
\$1.20 and under \$1.30.....	10.2	10.5	11.6	14.3	19.2	7.5	9.4	5.3	4.5	5.8	5.6	14.9	12.8	21.6
\$1.30 and under \$1.40.....	6.9	6.8	12.3	9.7	6.8	5.4	6.8	3.5	3.3	3.7	5.1	7.1	13.0	10.9
\$1.40 and under \$1.50.....	6.2	7.3	10.0	7.5	6.6	4.7	6.6	4.5	3.2	5.3	5.1	8.0	9.4	6.7
\$1.50 and under \$1.60.....	6.7	8.7	8.7	7.3	8.8	7.8	8.4	4.7	4.0	5.1	7.3	7.1	7.2	5.7
\$1.60 and under \$1.70.....	5.7	7.3	7.1	4.5	7.2	6.4	4.9	3.9	2.7	4.6	8.7	5.6	6.8	4.2
\$1.70 and under \$1.80.....	5.5	6.5	4.5	5.2	8.9	6.5	6.6	4.6	4.1	4.9	7.1	6.8	6.4	4.1
\$1.80 and under \$1.90.....	5.1	4.2	2.4	2.6	6.1	6.9	4.8	4.6	4.1	4.8	5.2	6.2	5.4	3.6
\$1.90 and under \$2.00.....	4.6	4.2	1.2	1.7	4.6	3.7	3.9	3.4	2.2	4.1	4.8	4.2	3.8	1.9
\$2.00 and under \$2.10.....	5.5	3.9	1.5	2.5	3.7	6.1	6.2	4.5	3.5	5.0	5.1	4.3	3.6	2.3
\$2.10 and under \$2.20.....	4.4	4.1	9	1.4	3.0	4.0	2.1	4.1	2.6	4.9	4.4	3.8	2.5	1.8
\$2.20 and under \$2.30.....	3.1	2.8	1.2	.8	2.2	6.1	3.4	3.5	2.7	4.0	4.2	4.0	2.0	1.2
\$2.30 and under \$2.40.....	3.3	3.0	2.8	.6	1.4	3.3	2.0	3.2	2.6	3.5	4.7	2.3	3.1	.9
\$2.40 and under \$2.50.....	3.0	2.1	.7	.6	1.8	2.0	2.1	4.0	4.8	3.6	3.2	2.4	2.7	.7
\$2.50 and under \$2.60.....	3.0	2.5	.5	.7	1.5	2.5	1.4	3.8	4.8	3.2	4.4	2.5	2.0	.6
\$2.60 and under \$2.70.....	2.2	1.6	.1	.1	1.0	2.5	2.3	4.3	5.3	3.7	2.0	1.9	1.0	.3
\$2.70 and under \$2.80.....	2.1	1.4	.3	.3	.8	2.3	2.0	3.7	4.8	3.1	3.9	2.2	.5	.4
\$2.80 and under \$2.90.....	1.3	1.3			.1	4.6	1.3	2.7	2.7	2.7	1.5	2.9	1.1	.2
\$2.90 and under \$3.00.....	.7	.6			.2	.6	.9	2.0	3.6	.5	2.0	.9	.4	(³)
\$3.00 and under \$3.10.....	1.5	1.5	.1	.2	.5	1.2	1.9	4.1	6.7	2.6	1.6	2.0	.5	.2
\$3.10 and under \$3.20.....	.7	.5		.5	.2	1.7	1.2	2.5	2.6	2.5	1.7	1.7	.2	
\$3.20 and under \$3.30.....	.7	1.1		(³)	.3	1.3	.9	2.7	4.3	1.8	1.4	.4	.6	(³)
\$3.30 and under \$3.40.....	.7	.9		(³)	.2	1.0	1.4	1.9	1.9	1.9	.5	.5	.2	(³)
\$3.40 and under \$3.50.....	.2	.5		(³)	.3	.5	.7	1.0	1.2	.9	.8	.9		
\$3.50 and under \$3.60.....	.3	.4		(³)	.1	.5	1.1	2.4	2.8	2.2	.6	.8		
\$3.60 and under \$3.70.....	1.3	.4			.1	.2	.6	1.1	1.2	1.1	1.2	.1		(³)
\$3.70 and under \$3.80.....	.4	.3		.3	.1	.6	.8	1.1	1.5	.8	.4	.2	.1	(³)
\$3.80 and under \$3.90.....	(³)	.2			.1	.7	.9	.9	.9	.4	.2	(³)	.1	(³)
\$3.90 and under \$4.00.....	.4	.2			.1	.1	.3	.5	.3	.5	.1	.2	.1	
\$4.00 and over.....	3.5	1.0			.1	1.1	3.4	7.3	7.9	7.0	3.7	1.5	.2	.1
Total.....	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers.....	2,296	3,111	757	2,262	5,243	5,511	3,732	56,899	20,684	36,215	1,881	3,152	2,487	6,276
Average hourly earnings ¹	\$1.98	\$1.80	\$1.41	\$1.39	\$1.64	\$1.91	\$1.99	\$2.48	\$2.62	\$2.40	\$2.14	\$1.91	\$1.65	\$1.42

¹ Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.

² Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget, except the following: Chicago (Cook County, Ill.), Fall River and New Bedford (cities of Fall River and New Bedford and towns of Acushnet, Dartmouth, Fairhaven, Somerset, Swansea, and Westport in Bristol County, Mass.), Newark and Jersey City (Essex, Hudson, Morris,

and Union Counties, N.J.), New York City (the 5 boroughs), and Philadelphia (Philadelphia and Delaware Counties, Pa., and Camden County, N.J.).

³ Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal 100.

work distributors were usually paid on a time-rate basis; earnings of pressers, hand sewers, and sewing-machine operators were usually based on piece rates.

The International Ladies' Garment Workers' Union is the predominant labor organization in the dress manufacturing industry. Collective bargaining agreements with that union were in effect in all or most of the dress manufacturing shops studied in 9 of the 12 areas, the exceptions being Cleveland, Dallas, and Los Angeles-Long Beach. The proportion of workers in shops having collective bargaining agreements ranged from four-fifths or more in 10 areas to three-tenths in Los Angeles-Long Beach and one-tenth in Dallas.

Average Hourly Earnings

Average hourly earnings of production workers in August 1960 were highest in New York City (\$2.48), followed by Paterson-Clifton-Passaic (\$2.14). Workers in four other areas averaged in excess of \$1.90 an hour—Newark and Jersey City (\$1.99), Boston (\$1.98), and Los Angeles-Long Beach and Philadelphia (each \$1.91). Lowest averages were recorded in the Wilkes-Barre-Hazleton (\$1.42), Cleveland (\$1.41), and Dallas (\$1.39) areas. (See table 1.)

The variation in areawide averages for production workers is partly due to a number of factors closely associated with differences in manufacturing processes. Averages in regular shops tend to be somewhat higher than those in contract shops, which generally do not employ relatively high-paid cutters and markers.⁶ Shops employing the singlehand (tailor) system usually require higher skilled workers, and thus higher paid, than shops employing the section system, and earnings are usually higher in shops manufacturing high-priced lines. Shops in New York City generally manufacture higher priced garments and employ the singlehand or tailor system of production. The relatively low level of earnings in the Wilkes-Barre-Hazleton area apparently reflects the fact that virtually all establishments in the area are contract shops and that most shops produce dresses in the lower price lines.

⁶ In New York City, the differential was 22 cents an hour; however, contract workers in this area averaged 26 cents above the average for the combined (regular and contract) workers in the next highest paid area.

Three-fifths of the workers in Wilkes-Barre-Hazleton were employed in shops manufacturing dresses priced to sell at wholesale for less than \$6.75, whereas nearly half the workers in New York City were employed in shops manufacturing dresses to wholesale for \$22.50 or more. In the remaining areas, the majority of workers were in shops with wholesale price lines ranging from \$6.75 to \$22.50. New York City was the only area for which wage data were tabulated according to the predominant wholesale price of the manufactured garment. As illustrated in the following tabulation, New York City production workers in contract shops with wholesale price lines under \$6.75 averaged 85 cents an hour less than workers in shops manufacturing dresses to sell for \$22.50 or more.

	Number of workers	Average hourly earnings
Under \$6.75.....	1,964	\$1.71
\$6.75 and under \$12.75.....	6,384	2.29
\$12.75 and under \$22.50.....	8,636	2.30
\$22.50 and over.....	19,231	2.56

These factors, in combination with the extensive use of incentive wage systems, largely explain the wide dispersion of individual earnings in most of the areas studied. In New York City, earnings of the middle half of the workers fell within a \$1.29 range; in Newark and Jersey City, within a 99-cent range; and in Cleveland and Wilkes-Barre-Hazleton, within 44- and 39-cent ranges, respectively.

Between the 1955 and 1960 surveys, straight-time hourly earnings of production workers increased by 7 to 10 percent in Chicago, Cleveland, and Paterson-Clifton-Passaic, 11 percent in Newark and Jersey City, slightly more than 14 percent in Los Angeles-Long Beach, 15 percent in New York City, and approximately 25 percent in the remaining areas.

Occupational Averages

Sewing-machine operators under the tailor system accounted for nearly half the production workers in New York City and averaged \$2.58 an hour. Approximately 86 percent of these workers were women, who averaged \$2.46 compared with \$3.29 for men. Three-fourths of the tailor-system operators in New York City were employed in contract shops and averaged \$2.50 an hour;

such operators in regular shops in this area averaged \$2.82. Among the remaining areas, tailor-system operators averaged from \$1.56 in Dallas to \$2.29 in Philadelphia.

The section system was the prevalent method of production in seven areas; among these areas, sewing-machine operators averaged \$1.35 an hour in Dallas, \$1.37 in Cleveland, \$1.43 in Wilkes-Barre-Hazleton, \$1.58 in Chicago, \$1.62 in St. Louis, \$1.73 in Fall River and New Bedford, and \$1.77 in Philadelphia. The 1,400 section-system operators in New York City averaged \$1.98; over four-fifths were in contract shops and averaged \$2.12 an hour (table 2).

Cutters and markers, predominantly men and virtually always paid on a time-rate basis, had the highest earnings of the occupations studied separately in most areas. In New York City, the average for this job was \$3.21 an hour. In the other areas, averages ranged from \$3.03 in Philadelphia to \$2.02 in Dallas. Hand pressers, in most instances paid on an incentive basis, averaged \$4.26 in New York City, \$3.63 in Paterson-Clifton-Passaic, and well over \$2 an hour in five other areas. Thread trimmers, among the least skilled of the occupations studied and usually paid on a time-rated basis, had the lowest average earnings in most areas, ranging from \$1.12 an hour in Dallas to \$1.39 in St. Louis.

Earnings of individual workers varied greatly within the same job and area. Particularly among piecework jobs, hourly earnings of the highest paid worker commonly exceeded those of the lowest paid in the same job and area by substantially more than \$1 an hour, even when workers at the extremes were excluded from the measure. For example, the range separating the highest and lowest tenths of the earnings distribution for women sewing-machine operators, employed on the tailor system and paid incentive rates, exceeded \$1.75 in New York City and Newark and Jersey City and was over \$1 an hour in each remaining area for which data were publishable.

Scheduled Weekly Hours

A work schedule of 35 hours a week (5 days) was in effect in shops employing four-fifths or more of the production workers in nine areas. This has been the typical practice in the industry in these areas for a number of years. Virtually

all workers in St. Louis were on 37½-hour weekly work schedules, and over four-fifths in Dallas and two-thirds in Los Angeles-Long Beach had work schedules of 40 hours. About three-tenths of the workers in Los Angeles-Long Beach were on a 35-hour workweek.

Supplementary Wage Practices

Provisions for paid holidays varied considerably among the areas studied, and in a few instances, among establishments within the same area. Virtually all dress shops studied in Fall River and New Bedford, Newark and Jersey City, New York City, Paterson-Clifton-Passaic, and Wilkes-Barre-Hazleton provided 6½ paid holidays annually to production workers. All dress manufacturing shops in Philadelphia and St. Louis provided production workers 5 paid holidays, and in nearly all shops in Boston and Chicago, production workers received 4 paid holidays a year. In Cleveland, most shops provided 3 days; in Dallas, 15 of the 21 dress manufacturing shops studied provided either 3, 4, or 5 days, and the remaining shops had no provisions for paid holidays. Of the 50 dress manufacturing shops studied in Los Angeles-Long Beach, 15 provided 6 paid holidays to timeworkers and 5 days to incentive workers; 12 provided no paid holidays; and among the remainder, provisions ranged from 2 to 9 days a year. Some shops in this latter group provided paid holidays to time-rated workers only.

Vacation payments, health and welfare benefits, pension plans, and supplementary unemployment benefits were provided for in agreements with the International Ladies' Garment Workers' Union. These agreements, providing for payment of such benefits from funds to which employers contributed a stipulated percentage of payrolls for workers who were covered by the agreements, were in effect in shops accounting for four-fifths or more of the workers in all areas except Dallas and Los Angeles-Long Beach, where the proportion of workers in shops covered by such agreements was one-tenth and three-tenths, respectively. The amount of employer contributions and benefits provided varied somewhat by area.

Health and welfare funds usually provided payments for sick benefits, hospitalization, medical and surgical benefits, and death allowances. Union health centers, providing a variety of medi-

cal services, were in operation in all areas studied. Retirement pension funds were established in all areas, and plans providing supplementary unemployment benefits were in existence in all areas except Dallas and Cleveland.

A nationwide plan to extend supplemental unemployment benefits in the event of permanent plant shutdowns to all workers covered by the International Ladies' Garment Workers' Union contracts was made effective October 19, 1960.

TABLE 2. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS¹ OF WORKERS IN SELECTED OCCUPATIONS IN DRESS MANUFACTURING ESTABLISHMENTS, 12 SELECTED AREAS,² AUGUST 1960

Occupation and sex	Boston		Chicago		Cleveland		Dallas		Fall River and New Bedford		Los Angeles-Long Beach		Newark and Jersey City	
	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹	Number of workers	Average hourly earnings ¹
All production workers.....	2,296	\$1.98	3,111	\$1.80	757	\$1.41	2,262	\$1.39	5,243	\$1.64	5,511	\$1.91	3,732	\$1.99
Men.....	346	2.97	461	2.53	58	2.10	182	1.77	464	1.79	554	2.67	322	2.81
Women.....	1,950	1.80	2,650	1.68	699	1.35	2,080	1.36	4,779	1.62	4,957	1.83	3,410	1.91
SELECTED PRODUCTION OCCUPATIONS														
Cutters and markers ³	98	2.97	187	2.85	42	2.12	109	2.02	55	2.35	284	3.01	62	2.97
Inspectors, final (examiners) ⁴	19	1.56	74	1.55	—	—	84	1.21	85	1.23	54	1.47	63	1.57
Pressers, hand.....	110	3.10	233	2.29	68	1.27	149	1.25	445	1.81	384	2.20	334	2.97
Men.....	54	4.18	94	3.18	—	—	94	1.94	34	1.94	34	3.15	121	4.07
Women.....	56	2.05	139	1.69	68	—	149	1.25	349	1.77	350	2.11	213	2.35
Pressers, machine.....	40	3.33	—	—	—	—	21	1.73	42	2.08	—	—	—	—
Men.....	40	3.33	—	—	—	—	—	—	42	2.08	—	—	—	—
Women.....	—	—	—	—	—	—	17	1.76	—	—	—	—	—	—
Pressers, hand and machine.....	77	3.53	—	—	—	—	39	1.12	—	—	83	2.14	—	—
Men.....	50	4.43	—	—	—	—	—	—	—	—	13	3.63	—	—
Women.....	27	1.85	—	—	—	—	39	1.12	—	—	70	1.86	—	—
Sewers, hand ⁴	137	1.43	306	1.91	—	—	122	1.25	174	1.27	304	1.65	287	1.44
Sewing-machine operators, section system ⁴	401	1.79	862	1.58	421	1.37	983	1.35	3,059	1.73	423	1.71	1,049	1.86
Sewing-machine operators, single-hand (tailor) system ⁴	760	2.12	741	1.94	—	—	195	1.56	—	—	2,160	1.97	1,247	2.22
Men.....	—	—	—	—	—	—	—	—	—	—	—	—	1,247	2.22
Women.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Thread trimmers (cleaners) ⁴	69	1.30	57	1.35	32	1.22	105	1.50	115	1.35	290	1.17	207	1.32
Work distributors ⁴	22	1.36	44	1.30	17	1.57	39	1.25	—	—	16	1.38	—	—
New York City														
All shops		Average hourly earnings ¹	Regular shops		Contract shops	Average hourly earnings ¹	Paterson-Clifton-Passaic		Philadelphia	Average hourly earnings ¹	St. Louis		Average hourly earnings ¹	Wilkes-Barre-Hazleton
Number of workers			Number of workers		Number of workers		Number of workers		Number of workers		Number of workers		Number of workers	
All production workers.....	56,899	\$2.48	20,684	\$2.62	36,215	\$2.40	1,881	\$2.14	3,152	\$1.91	2,487	\$1.65	6,276	\$1.42
Men.....	15,963	3.26	8,966	3.08	6,697	3.51	190	3.52	474	2.61	234	2.16	442	1.55
Women.....	41,236	2.19	11,718	2.28	29,518	2.15	1,691	1.98	2,678	1.79	2,253	1.59	5,834	1.41
SELECTED PRODUCTION OCCUPATIONS														
Cutters and markers ³	3,868	3.21	3,274	3.21	594	3.21	—	—	171	3.03	109	2.44	64	2.31
Inspectors, final (examiners) ⁴	1,117	1.65	624	1.75	493	1.52	29	1.59	102	1.34	86	1.30	78	1.22
Pressers, hand.....	4,122	4.26	985	4.45	3,137	4.20	171	3.63	286	2.13	176	1.96	454	1.80
Men.....	3,892	4.36	913	4.59	2,979	4.29	—	—	49	3.61	36	2.40	52	2.12
Women.....	230	2.60	72	2.73	158	2.54	—	—	237	1.83	140	1.85	402	1.76
Pressers, machine.....	89	5.02	—	—	—	—	—	—	—	—	—	—	—	—
Men.....	89	5.02	—	—	—	—	—	—	—	—	—	—	—	—
Women.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Pressers, hand and machine.....	100	5.09	—	—	—	—	—	—	—	—	—	—	—	—
Men.....	100	5.09	—	—	—	—	—	—	—	—	—	—	—	—
Women.....	—	—	—	—	—	—	—	—	—	—	—	—	—	—
Sewers, hand ⁴	6,518	1.85	1,604	1.94	4,914	1.82	204	1.54	171	1.43	137	1.49	209	1.29
Sewing-machine operators, section system ⁴	1,424	1.98	—	—	1,184	2.12	188	2.03	1,233	1.77	946	1.62	3,897	1.43
Sewing-machine operators, single-hand (tailor) system ⁴	26,513	2.58	6,639	2.82	19,874	2.50	1,007	2.18	515	2.29	362	1.88	—	—
Men.....	3,728	3.29	1,651	3.44	2,077	3.17	—	—	47	2.46	—	—	—	—
Women.....	22,785	2.46	4,988	2.61	17,797	2.42	—	—	468	2.27	362	1.86	—	—
Thread trimmers (cleaners) ⁴	2,287	1.36	736	1.36	1,551	1.35	35	1.24	99	1.25	69	1.39	435	1.19
Work distributors ⁴	415	1.53	93	1.47	322	1.54	—	—	18	1.27	77	1.25	70	1.25

¹ See footnote 1, table 1.

² See footnote 2, table 1.

³ Virtually all workers in all areas were men.

⁴ Virtually all workers in all areas were women.

⁵ In areas for which averages are not shown by sex, the large majority of workers were women.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

The plan calls for the establishment of a jointly administered fund financed by employers' contributions of one-half of 1 percent of payrolls. Workers whose employers go out of business would receive weekly payments of \$12.50 to \$25 (depending upon his wage bracket) up to 48 weeks (depending upon his length of service). Each worker would also receive a lump-sum payment of 25 percent of his maximum total benefits at the time of severance.

Among the dress manufacturing shops studied in Newark and Jersey City, New York City, and Paterson-Clifton-Passaic, a large majority of the employers paid the full cost, including workers' contributions, to provide temporary disability benefits stipulated under their respective State disability benefits law.

—GEORGE L. STELLUTO

Division of Wages and Industrial Relations

Plan for Equal Job Opportunity at Lockheed Aircraft Corp.

EDITOR'S NOTE.—*On May 25, 1961, the Lockheed Aircraft Corp. and the President's Committee on Equal Employment Opportunity signed a joint statement on a long-range plan to improve and expand job opportunities for minority groups. Major excerpts of the agreement, signed by President Courtland Gross for the corporation and Vice President Lyndon B. Johnson for the Committee, are presented below. Lockheed, with the President's Committee, will periodically (at least once a year) review the plan to measure progress.*

Undertakings by Lockheed Aircraft Corp.

I. Dissemination of Policy—Implementation. (a) Lockheed will distribute an up-to-date statement of its nondiscrimination policy to all members of management. The statement . . . will assign responsibility for accomplishing this policy. . . .

II. Recruitment. (a) Lockheed will . . . aggressively seek out more qualified minority group candidates in order to increase the number of employees in many job categories, including but not limited to professional engineering . . . techni-

cal . . . administrative [and] clerical positions [and] factory operatives. . . .

(b) Lockheed will . . . request [placement officials in colleges] to refer to it minority group students who appear qualified for employment. . . . Lockheed will make certain that State Employment Offices understand its recruitment policy.

III. Employment, Placement, and Upgrading. (a) Lockheed will reanalyze its openings for salaried jobs to be certain that all eligible minority group employees have been considered for placement and upgrading. Its industrial relations staff . . . will reexamine personnel records of minority group employees to make certain that employee skill and potential beyond current job requirements have been properly identified therein for use in filling job openings.

(b) Lockheed will try to hire for the summer months teachers who are members of minority groups. Such a program . . . should help stimulate a better understanding of industry needs among minority groups. . . .

IV. Training. Lockheed will—

(a) support the inclusion of qualified minority group members in its apprenticeship program;

(b) secure qualified minority group co-op trainees;

(c) encourage the establishment of needed vocational training programs and . . . encourage

participation of minority group employees in such vocational programs;

(d) encourage participation of minority group employees in company-sponsored training programs, such as career development training, home study courses, and work study plans;

(e) make certain that qualified minority group employees are included in supervisory and pre-supervisory training classes and in other classes offered to employees on company time.

V. Transfer and Layoff. (a) Lockheed will review the transfer, layoff, and other termination procedures to insure that they are nondiscriminatory in operation.

VI. General. Lockheed will—

(a) maintain all facilities such as eating facilities, rest rooms, and recreation facilities on a nonsegregated basis;

(b) encourage the employee recreation and management clubs to formalize their nondiscrimination policies and to insure that they are carried out;

(c) institute periodic checks (not less frequently than quarterly) to insure that the policy and the objectives stated herein are being carried out.

VII. Implementation. It is recognized that the objectives herein may not be carried out at a uniform rate or manner throughout the company because . . . for example: (1) some segments of the company will be expanding and will therefore have more opportunities to employ minority group personnel; (2) where layoffs have occurred, those employees laid off or downgraded have certain priorities under company policy and collective bargaining agreements. Generally, laid-off employees must first be rehired before consideration can be given to new employees.

Undertakings by the President's Committee on Equal Employment Opportunity

I. Recruiting. The Committee will—

(a) request the U.S. Department of Labor to assign personnel to work with the appropriate State Employment Services to review and intensify efforts to obtain applicants for referral to Lockheed without regard to race, creed, color, or national origin;

(b) solicit the support of appropriate specialized community agencies to assist recruiting efforts under this Plan for Progress.

II. Training. The Committee will—

(a) request the Bureau of Apprenticeship and Training of the U.S. Department of Labor to encourage and promote the selection for apprenticeship training of applicants without regard to race, creed, color, or national origin;

(b) request the U.S. Department of Health, Education, and Welfare to review, encourage, and strengthen counseling and guidance services in school systems. That Department will be asked to . . . develop new programs aimed at the encouragement of cooperative efforts between educational facilities and employers as to this program.

III. Labor Liaison. The Committee will (a) work cooperatively with the International Association of Machinists and all other appropriate unions, at both the local and national levels, in reviewing and supporting constructive action on problems connected with apprenticeship training, transfer procedures, and seniority rights where union action may be helpful.

IV. Contracting Agency. The Committee will work with the Department of the Air Force and other contracting agencies to assist Lockheed and the Committee in coordination and followthrough on their undertakings under this Plan for Progress. The contracting agencies will be requested to make continuing evaluation and progress reports available to the Committee and Lockheed.

V. General. (a) Lockheed will report to the Committee any difficulties encountered by it in achieving this Plan for Progress in those instances where it reasonably believes the services of the Committee can be materially constructive in overcoming them.

(b) With regard to the annual review of progress contemplated in this plan, it is not intended that specific numerical targets or goals shall be set. Nonetheless, it is intended that evaluation will be made, in part, in terms of increases in the numbers of minority persons hired, promoted, involved in training, and occupying responsible positions within the corporation.

Recommendations on the Airlines-Flight Engineers Dispute

EDITOR'S NOTE.—*The following article has been excerpted from the recommendations and conclusion of the report issued on May 25, 1961, by a Presidential Commission established on February 21, 1961, to look into a controversy stemming from a wildcat strike against seven airlines by flight engineers. The members of the Commission were Nathan P. Feinsinger, chairman, Richard A. Lester, and J. Keith Mann.*

Recommendations

The Issue of Representation. The representation issue . . . stems from a petition by the Air Line Pilots Association (ALPA) resulting in the decision of the National Mediation Board in the United Air Lines case. In that proceeding, a committee appointed by the Board held that pilots and flight engineers [then represented by the Flight Engineers' Association (FEIA)] on United, many of whom have similar qualifications and training, constitute a single craft or class for the purpose of designating a bargaining representative under the Railway Labor Act.

The representation issue in the present controversy arises from FEIA's fear that ALPA will file additional petitions like that filed in the United case, and that the NMB will similarly order elections among all flight deck crew personnel, which ALPA will inevitably win because of the numerical preponderance of pilots over flight engineers. [EDITOR'S NOTE.—At the end of May 1961, the Board certified ALPA at United, where it had defeated FEIA by 1,682 to 58.] . . . FEIA fears that representation of flight engineers by ALPA will result in pilot qualifications for the flight engineer, the dilution of the craft, and the eventual replacement of flight engineers by pilots. At best FEIA expects that in bargaining in behalf of flight engineers, ALPA will subordinate their interests in wages and working conditions to the interests of the pilots. We believe that the underlying risk has been magnified out of all proportion.

. . . there has been no occasion to determine whether the reasoning in the United case has application to the fact situation now existing on any of the airlines before the Commission.¹ Moreover, the Commission has no reason to believe that ALPA is planning to file such petitions. Nevertheless, the unions have sought to strengthen their respective cases by asserting divergent positions with respect to the related issue of training and qualifications. FEIA insists that the carriers must not qualify pilots as flight engineers nor require flight engineers to qualify as pilots, and that all flight engineers must possess an A & P license [a mechanic's certificate issued by the Federal Aviation Agency with airframe and powerplant ratings]. The ALPA position is that the carriers must give pilots training as flight engineers, that such training is not to include an A & P license, and that if a three-man crew is used on jet aircraft its third member must possess a commercial pilot license and instrument rating and be qualified to relieve the copilot under routine and emergency conditions.

Each union asserts that its position is not self-serving, but designed simply to insure safe operations. There is ample reason, however, to believe that FEIA is partly motivated by a desire to fence the pilots out in order to preserve its members' jobs, the craft, and FEIA's representation rights, and that ALPA is likewise partly motivated by a desire to elbow FEIA out of its representational rights and all that implies.

This situation, in which two unions seek irreconcilable objectives and the carriers are unable to satisfy one without offending the other, is intolerable. . . .

The most obvious solution to this problem is merger or some form of consolidation. In the considered opinion of the Commission, neither peace nor safety on the airlines will be fully assured as long as there are two unions in the cockpit.

The principal objection by FEIA to consolidating in any manner with ALPA is that FEIA would be submerged. . . . This would depend, however, on the terms of the merger. If the

¹ EDITOR'S NOTE.—The airlines involved in the controversy are Pan American World Airways, American Airlines, Trans World Airlines, Eastern Air Lines, National Airlines, The Flying Tiger Line, and Western Air Lines.

proper statesmanship were demonstrated, adequate assurances against the fears expressed by FEIA could be provided.

In the same vein, FEIA has expressed the fear that once a merger or an agreement of any kind between the two unions were accomplished, ALPA could alter its terms in one way or another. . . .

In the opinion of the Commission, FEIA has exaggerated the difficulty of negotiating a fair merger agreement and of protecting such an agreement once reached. From its study of this subject, the Commission is confident that if a merger agreement of any kind between the two unions were reached, it could be legally protected. Such an agreement could have the support of the Government in an effective form, as well as the support of the AFL-CIO. The Commission stands ready to assist FEIA and ALPA in effecting a merger or other agreement containing such protection.

It is important that this merger approach has received the repeated endorsement of the AFL-CIO. Every disinterested observer, governmental or private, who has expressed an opinion to the Commission shares the view that the flight crew should be represented by one union. The Commission firmly endorses such a solution.

* * *

This may be a difficult moment to attempt to persuade the two unions to adopt the cooperative attitude essential to merger. Yet the Commission feels that any merger should come about by voluntary action, through collective bargaining and mediation. Some beginning must be made toward cooperation between the two organizations if their relationships are not to go from bad to worse, with the public, the carriers, and the individual pilots and flight engineers suffering the consequences.

To this end, the Commission recommends that on the property of each carrier the unions establish a Joint Committee on Interunion Cooperation. The function of such a committee is implicit in its name.

Jet Crew Complement. Thirteen airlines now operate turbojets. Nine of the thirteen operate with a three-man crew. In those nine cases, all three crew members are to some extent pilot-qualified,

and at least one of the three also holds a flight engineer certificate.

* * *

Six airlines involved in the present controversy—American, Eastern, Pan American, TWA, Flying Tiger, and Western—now have agreements with ALPA calling for three qualified pilots on turbojets and agreements with FEIA calling for a nonpilot flight engineer as a crew member. The seventh airline, National, has a crew of three, consisting of a captain, a copilot, and a flight engineer possessing a commercial pilot's license and instrument rating, with a pending demand by ALPA that the flight engineer, though represented by FEIA, receive additional pilot training.

In no instance has an airline once having had an all-pilot crew subsequently converted to a crew of two pilots and a nonpilot flight engineer. Several airlines having nonpilot engineers have converted to all-pilot crews on turbojet equipment and, in some cases, on all aircraft.

* * *

FEIA charges . . . that the presence in the cockpit of an engineer specialist performing no pilot duties, whether two or three pilots be carried, is essential to safe and efficient operations. The FAA, however, has advised the Commission, on the basis of experience, that an all-pilot crew is equally safe. There is no evidence that it is less efficient. So far as the Commission is aware, labor relations under such an arrangement are peaceful and harmonious.

There is reliable opinion that a three-pilot crew has advantages from the point of view of efficiency, interchangeability, and job security. We believe these to be significant facts which should guide us in our recommendations.

As a public agency, this Commission feels an obligation to assist in achieving a reduction from four to three flight crew members on turbojets as a means of promoting economical, yet safe, air transportation. This is particularly true in a period when public agencies and labor and management generally are reexamining seemingly wasteful practices, regardless of their origin, with a view to their elimination and the improvement of productivity, while at the same time recognizing the job equities of incumbent employees.

* * *

In support of that objective, the Commission endorses the principle of transition from a four-man to a three-man crew on turbojets, with reasonably adequate protection for the job equities of those employees who may be adversely affected by such transition.

Job Security. The problem of job security has two aspects. The first and broader aspect . . . relates to the possible impact of the United decision on the job security of flight engineers on the airlines before the Commission. This aspect of the problem has been considered above as part of the representation issue.

The second aspect of the problem of job security stems directly from the prospect of reduction from a four-man to a three-man crew. Four carriers (American, Eastern, Pan American, and TWA) are now operating with a four-man crew. The problem is when and how they can make the transition. . . .

On National, which now operates with a crew of three (the third man being a flight engineer, who is required to obtain a commercial pilot's license and instrument rating at company expense but on his own time), the problem is what, if any, additional pilot training the flight engineer must have. On Flying Tiger, there is at the moment no problem of adjustment, since it does not yet operate turbojets.

Obviously, no recommendations can satisfy in full measure the desires of the carriers FEIA and ALPA. In moving toward a three-man crew on turbojets, the carriers should have the obligation to provide reasonably adequate job protection, or pay protection in lieu thereof, for employees with job equities that would be adversely affected by the transition. It was, after all, the carriers' decision to establish a four-man crew, whatever the bargaining pressures. Furthermore, the savings which will result from a reduction in crew size will, over the years, be substantial.

The transition will proceed gradually if, in accordance with the Commission's recommendations, the carriers initiate three-man crews on all new turbojet equipment. At the same time, ALPA and FEIA should not insist on a solution which would unduly delay the transition or which would exceed the bounds of reasonably adequate job or

pay protection, particularly for employees whose job equities have only recently been acquired or are only remotely affected. The most important thing is that the transition begin.

Transition to Three-Man Crews. The principle underlying the Commission's recommendations with respect to reduction of crew size on turbojets for those airlines presently employing four-man crews is that the carriers should be permitted to operate such turbojets with a three-man crew, provided that existing job equities of crew members receive reasonable protection. Accordingly, the Commission recommends that transition shall be effected in such a manner that it will not cause the displacement of present incumbent flight engineers on turbojet equipment, and they shall not be required to obtain pilot qualification. Further, the job equities of pilots with bidding rights on the four-man crews shall be reasonably protected.

To implement this program, the carriers may be required to operate some four-man crews for some time. However, that period will be reduced by normal attrition and by the carriers' providing alternatives to incumbent flight engineers on the turbojets in the form of severance pay, early retirement, suitable ground jobs, and the like.

The Commission recognizes that during the period when the carriers will be operating some turbojet equipment with a four-man crew and similar equipment with a three-man crew, there will be difficulties concerning scheduling and bidding for flight assignments. The Commission . . . suggests the following framework:

1. Flight engineers with turbojet bids or assignments on May 24, 1961, may remain on existing turbojet equipment without pilot qualifications.
2. Flight engineers on piston and turboprop aircraft will continue on such aircraft, subject only to their seniority and the availability of such jobs. They may also qualify for the third seat of a three-man crew on turbojet equipment as provided below.
3. Flight engineers who possess on May 24, 1961, a commercial pilot's license and instrument rating shall have prior rights to bid the third seat of three-man crews on turbojets. In order to qualify for such an assignment they must have,

by a date to be negotiated by the parties, such commercial pilot's license and instrument rating and such other airman training, if any, as the parties may agree is necessary.

4. The additional training, if any, that a flight engineer with a commercial pilot's license and instrument rating should have to qualify for the third seat of a three-man crew on the turbojets shall be established by negotiation.

Under the foregoing proposals some flight engineers and pilots would, under certain circumstances, suffer the loss of job opportunities. . . . The Commission, therefore, recommends that [they should be appropriately compensated for their loss of equity.]

* * *

The matter of new hires, viewed in the context of the above, would appear to present no serious problem of logic or equity. Since a new hire will, in most cases, be interested in bidding the third seat on the turbojets, he should possess or acquire both pilot qualifications and a flight engineer's certificate. If the new man should be hired for or bid a flight engineer's job on a nonjet aircraft, he should be placed on the engineers' seniority roster and be represented by the FEIA. If he should be hired for or bid a pilot's job, he should be placed on the pilots' seniority list and be represented by ALPA.

* * *

[Editor's Note.—The Commission made no substantive recommendations on the controversy at Western Air Lines which discharged their flight engineers after the walkout.]

Conclusion

The Commission firmly endorses the philosophy of the National Mediation Board, reflecting our national labor policy, that Government should not

intervene directly in labor-management disputes by recommendations or otherwise, until the parties have fully discharged the responsibilities of collective bargaining; further, that if intervention be required, as in this controversy, it should take a form which will stimulate further bargaining rather than replace it. Accordingly, the Commission will not at this time go beyond recommendations in the nature of guidelines for bargaining among the three groups involved. Implementation of those recommendations will require bargaining not only between the carriers and their two unions but between the two unions as well. In our considered judgment, intelligent bargaining, including a measure of restraint and using the Commission's recommendations as a framework for negotiations, can produce a settlement which will constitute a significant step in the direction of enduring peace in the cockpit.

* * *

If this controversy is not resolved consistently with the guide lines which the Commission has outlined in an industrial relations context, it might reasonably be considered as having passed beyond the stage of a labor dispute into the realm of a safety problem, meriting the consideration of the appropriate Federal authorities. Such consideration, the Commission anticipates, will include a complete review of the crew complement requirements, including the number of flight crew members and their respective qualifications, training, and assigned duties.

* * *

The Commission proposes that the parties negotiate on the basis of its report and advise the Commission of their progress within 30 days. Thereafter, the Commission will determine what, if any, further action might be required.

Wage Chronology No. 40: The Boeing Co. Washington Plants, 1936-61

THE BOEING CO.,¹ long one of the country's major airframe manufacturers, covers in its current operations the entire range of plane and missile production from design and development through the manufacture of military and commercial aircraft, interceptor missiles, intercontinental missiles, and gas turbine engines. Most of its 90,000 workers are employed at company-owned manufacturing plants—two in Seattle and one each at Wichita, Kans., and Renton, Wash.—and in Government-owned facilities in the same localities. In addition, Boeing operates a Government-owned test facility at Moses Lake, Wash., and its own engineering office and research and development facilities in Seattle. It also maintains small work forces at two bases in Florida and one each in California, New York, Utah, and Montana. A new division—engaged in the production of transport type helicopters and in research and developmental work in the field of vertical takeoff and landing—has facilities located at Morton, Ardmore, and Springfield, Pa.

While the company has been and is primarily occupied with the development and production of aircraft, it began research in the military missile field as early as 1945. Missiles now represent a significant proportion of the company's production.

This chronology records changes in wages and related practices from 1936 through 1961 for workers represented by the International Association of Machinists in the company's plants in the State of Washington. The union represents all production and maintenance workers in these establishments. There are, however, some exclusions, and relatively small groups of employees, such as plant guards, truckdrivers, and some engineering employees, are represented by other unions or professional associations. Since this chronology begins with the 1936 agreement, the provisions reported as of that date do not necessarily indicate changes in prior conditions of employment.

Boeing concluded its first collective bargaining agreement, a 1-year contract with the Inter-

national Association of Machinists, on June 26, 1936. Following a payroll audit approximately a year later, the union was certified as the exclusive bargaining representative for all the company's hourly rated employees at Seattle, Wash., by the National Labor Relations Board.

From 1937 to 1942, three agreements were negotiated and one arbitration award was made. On March 3, 1943, a directive order of the National War Labor Board stipulated a general wage increase be put into effect and requested the parties to consider the establishment of an occupational wage structure similar to that established in the Southern California airframe industry. The wage increase was made effective on the date of the War Labor Board directive, and a new job classification and wage-rate schedule was established and approved by the Board in September 1943.

An agreement incorporating the vacation plan ordered by the West Coast Aircraft Committee of the NWLB was signed in January 1944. It also stipulated conditions of work upon termination of the President's Executive Order 9240 (which provided for modification of practices relating to premium pay for weekend and holiday pay where necessary to conform to that order) and extended the previous agreement for 6 months after the termination of the national emergency. The first contract negotiated after the war was effective for 1 year from March 1946, and provided a 17.5- to 20-cent-an-hour general wage raise, retroactive to February 1, 1946.

Negotiations that began in October 1946 failed to produce agreement on a new contract and were terminated by a work stoppage in April 1948. During the course of the dispute, the company claimed that the strike was in violation of the Labor Management Relations Act of 1947 because the union had failed to give the 60-day strike notice required by the act. The National Labor Relations Board held, however, that the notice provisions of the 1947 act were not applicable to this case, since negotiations had begun prior to its enactment in June 1947. The Board also ordered the company to bargain with the union and to reinstate the striking employees. While the company's

¹ The corporate history of the company dates back to 1916, when it was incorporated under the name of Pacific Aero Products Co.; in 1934, it was incorporated under the name of Boeing Airplane Co., and in May 1961, under its present name.

appeal from this order was pending in the courts, the strike was ended (on September 10) by vote of the union membership to accept a 15-cent-an-hour wage advance which the company had previously put into effect for all employees who had returned to work.

On May 31, 1949, the U.S. Court of Appeals in Washington, D.C., upheld the company's position that the strike was illegal on the grounds that the union failed to give the notice of contract terminations required by the Labor Management Relations Act and for other reasons. As a result of this decision, the union lost its status as bargaining agent, but subsequently won representation elections held by the National Labor Relations Board. The International Association of Machinists was again certified as the exclusive bargaining agent for all production and maintenance employees, with some exclusions, on January 19, 1950.

The first agreement concluded after certification, effective from May 22, 1950, through May 21, 1951, established 8 paid holidays and liberalized vacation and sick leave provisions. No general wage change was negotiated; however, on October 30, 1950, the company offered, and the union accepted, a 6-percent general wage increase, effective November 1.

Between 1951 and 1958, seven settlements were negotiated, each providing for a general wage advance and a broadening of certain supplementary benefits. All of these agreements, except those negotiated in 1956 and 1958, were to run for 1 year. Each of the two exceptions had terms of approximately 2 years and made provision for general wage increases in the first and second years of the agreements. Among the supplementary benefits that were changed during the 1951-58 period

were shift premium pay, holiday pay, vacations, sick leave, jury-duty pay, instructor pay, travel pay and automobile allowance, and health and welfare benefits. In addition, the 1955 contract established a noncontributory pension plan. The new plan provided benefits that could vary from year to year for the same employee, depending on the value of the investments in the fund.

Negotiations for a new contract, to replace the one expiring April 22, 1960, were instituted by the IAM in March 1960 and terminated in an agreement 5½ months later. The August 11, 1960, agreement was the first companywide agreement with the IAM and was concluded only after a 2-week contract extension, continuation of work without a contract, and rejection by the union membership of five company offers and of two attempts by the union leaders to obtain authorization to strike.

The settlement, as finally agreed to, provided immediate increases ranging from 5.5 to 9.5 cents an hour retroactive to April 23 (June 23 at Wichita, Kans.) and an additional 4.5 to 8.0 cents an hour in August 1961. Other contract improvements included a new severance pay provision, which was incorporated into the vacation-sick leave program, assumption by the company of all costs of the formerly contributory health and welfare plan, company-paid travel insurance, and higher per diem for employees in travel status. In addition, employees in the four highest labor grades assigned to missile test bases received wage increases above the general wage change.

The current International Association of Machinists contract, covering approximately 24,600 employees at Boeing plants in Washington, is to remain in effect through September 15, 1962.

A—General Wage Changes ¹

Effective date	Provision	Applications, exceptions, and other related matters
July 1, 1936 (agreement dated June 26, 1936).	See footnote 2.	
July 1, 1937 (agreement dated July 2, 1937).	5 to 22.5 cents an hour increase, averaging 16 cents.	Minimum starting rate increased 22.5 cents an hour to 62.5 cents.
Oct. 17, 1938 (agreement dated Oct. 28, 1938).	-----	5 cents an hour increase to 450 journeymen and employees on special ratings.
Aug. 1, 1940 (agreement dated Sept. 5, 1940).	0 to 10 cents an hour increase-----	No increase in minimum starting rate.

See footnotes at end of table.

A—General Wage Changes ¹—Continued

Effective date	Provision	Applications, exceptions, and other related matters
July 1, 1941 (arbitration award of Aug. 9, 1941).	0 to 8 cents an hour increase-----	No increase in minimum starting rate.
Mar. 3, 1943 (National War Labor Board directive order of same date).	4.5 cents an hour increase-----	Order recommended that parties consider establishment of an occupational wage structure similar to that established in the Southern California airframe industry.
Sept. 4, 1943 (approved by NWLB directive order of same date).	4.5 to 29.5 cents an hour increase-----	Increases resulted from establishment of a 10-grade occupational wage rate structure, negotiated by parties and approved by Director of Economic Stabilization, into which all occupations were to be classified. Employees continuously on payroll since Mar. 3, 1943, received \$78 lump-sum payment in lieu of pay retroactive to that date; others received \$3 for each week worked between that date and date of order. Beginners without previous experience placed in labor grade 10. Effective Mar. 16, 1946, rate for beginners (without previous experience) increased 7.5 cents, to 90 cents an hour, and removed from labor grade 10 until top of progression was reached—90 days.
Feb. 1, 1946 (agreement dated Mar. 16, 1946).	17.5 to 20 cents an hour increase, averaging about 18 cents.	
Sept. 10, 1948 ² (end of strike, no formal agreement signed).	15 cents an hour increase-----	
Nov. 1, 1950 (company letter dated Oct. 30, 1950).	6 percent increase ranging from 9 to 12 cents an hour and averaging about 10 cents.	Increases adjusted to nearest full cent.
May 22, 1951 (agreement dated June 22, 1951; approved by Wage Stabilization Board on Sept. 15, 1951).	9 to 28 cents an hour increase, averaging about 12 cents.	Maximum increase resulted from addition of one labor grade at top of wage structure.
June 22, 1952 (amendment dated July 31, 1951).	5 cents an hour increase-----	
June 22, 1953 (agreement dated July 31, 1953).	6 cents an hour increase-----	
June 22, 1954 (agreement dated July 19, 1954).	4 to 6.5 cents an hour increase, averaging about 5 cents.	
June 22, 1955 (agreement dated July 22, 1955).	4.5 to 7.5 cents an hour increase, averaging about 6 cents.	
May 22, 1956 (agreement dated June 8, 1956).	5 percent increase ranging from 7.5 to 13 cents, averaging about 11 cents. ³	Additional 7 cents an hour increase effective May 22, 1957.
May 22, 1957 (agreement dated June 8, 1956).	7 cents an hour increase-----	Deferred increase.
May 22, 1958 (agreement dated July 7, 1958).	16 to 20 cents an hour increase, averaging about 16 cents.	Additional 3 percent increase effective May 22, 1959.
May 22, 1959 (agreement dated July 7, 1958).	3 percent increase, ranging from 5.5 to 9 cents an hour and averaging about 7 cents.	Deferred increase.
Apr. 23, 1960 (agreement dated Aug. 11, 1960).	5.5 to 9.5 cents an hour increase, averaging about 7 cents.	Additional 4.5 to 8 cents an hour increase effective Aug. 11, 1961.
Aug. 11, 1961 (agreement dated Aug. 11, 1960).	4.5 to 8 cents an hour increase, averaging about 6 cents.	Deferred increase.

¹ General wage changes are construed as upward or downward adjustments affecting a substantial number of workers at one time. Not included within the terms are adjustments in individual rates (promotions, merit increases, etc.) and minor adjustments in wage structure (such as changes in individual job rates) that do not have an immediate and noticeable effect on the average wage level.

The wage changes listed were major adjustments in the general wage level made during the period covered. Because of fluctuations in earnings, changes in products and employment practices, the omission of nongeneral changes in rates, and other factors, the sum of the general changes listed will not

necessarily coincide with the change in straight-time average hourly earnings over the period of the chronology.

² It was not possible to determine whether the wage rates established by this agreement represented a general wage change.

³ Effective date for employees who remained on strike; effective in May 1948, by unilateral company action, for employees who had returned to work.

⁴ In addition, minimum increases of 10 cents an hour for 1,400 employees, averaging 36 cents an hour for the group, resulted from upgrading under a job evaluation study that was conducted independently of the 1956 negotiations.

B—Basic Hourly Rates by Labor Classification, July 1, 1936–Mar. 3, 1943

[Washington plants]

Classification	July 1, 1936		July 1, 1937		Aug. 1, 1940		July 1, 1941		Mar. 3, 1943	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
Special ratings.....	\$0.90	\$1.00		\$1.05		\$1.15		\$1.23		\$1.275
Journeymen.....	.80	.85				1.05		1.13		1.175
Aircraft mechanic ¹			\$0.90	\$0.95						
Class 1.....	.70	.75		.80		.85		.93		.975
Class 2.....	.60	.65		.70		.70		.78		.825
Class 3.....	.50	.55								
Helpers.....	\$0.45			.65		.70		.78		.825
Beginners ².....	.40		.625	.70	\$0.625	\$0.70	\$0.625	\$0.70	\$0.67	\$0.825

¹ Designated as production workers, class A and B, in 1937.² Designated as junior helpers on probation and women fabric workers in

1936, probationary employees and laborers in 1937, starting wage in 1940 and 1941, and beginners rate in 1943.

C—Basic Hourly Rates by Labor Grade, Sept. 4, 1943–Aug. 11, 1961

[Washington plants]

Labor grade	Sept 4, 1943	Feb. 1, 1946	Sept. 10, 1948	Nov. 1, 1950	May 22, 1951	June 22, 1952	June 22, 1953	June 22, 1954	June 22, 1955	May 22, 1956	May 22, 1957	May 22, 1958	May 22, 1959	Apr. 23, 1960	Aug. 11, 1961
A ¹					\$2.35	\$2.40	\$2.46	\$2.525	\$2.60	\$2.73	\$2.80	\$3.00	\$3.09	\$3.185	\$3.265
1.....	\$1.60	\$1.80	\$1.95	\$2.07	2.26	2.31	2.37	2.435	2.51	2.635	2.705	2.895	2.98	3.07	3.145
2.....	1.525	1.70	1.85	1.96	2.15	2.20	2.26	2.32	2.39	2.51	2.58	2.765	2.845	2.935	3.005
3.....	1.45	1.63	1.78	1.89	2.035	2.085	2.145	2.205	2.27	2.385	2.455	2.630	2.71	2.79	2.855
4.....	1.375	1.55	1.70	1.80	1.945	1.955	2.055	2.11	2.175	2.285	2.355	2.520	2.595	2.675	2.74
5.....	1.295	1.48	1.63	1.73	1.85	1.90	1.96	2.015	2.075	2.18	2.25	2.410	2.48	2.555	2.615
6.....	1.20	1.38	1.53	1.62	1.74	1.79	1.85	1.90	1.955	2.055	2.125	2.285	2.355	2.425	2.48
7.....	1.105	1.28	1.43	1.52	1.625	1.675	1.735	1.78	1.835	1.925	1.995	2.155	2.22	2.285	2.34
8.....	1.01	1.19	1.34	1.43	1.535	1.585	1.645	1.69	1.74	1.825	1.895	2.055	2.115	2.18	2.23
9.....	.92	1.10	1.25	1.35	1.43	1.48	1.54	1.58	1.625	1.705	1.775	1.935	1.995	2.055	2.10
10 ².....	.825	1.00	1.15	1.24	1.33	1.38	1.44	1.48	1.525	1.60	1.67	1.83	1.885	1.94	1.985

¹ Labor grade A established May 22, 1951, to cover some classifications previously in labor grade 1.² Effective Mar. 16, 1946, starting rate was 90 cents an hour with a 5-cent

an-hour progression each 45 days until the maximum was reached. Beginners were added to grade 10 in 1943 but were eliminated in 1946.

D—Selected Job Classifications in Labor Grades, Sept. 4, 1943–Aug. 11, 1961

[Washington plants]

Labor grade	Selected job classifications	Labor grade	Selected job classifications
A ¹	Development men, carbide tools; layout men, machine shop; machinists, maintenance mechanic-special; patternmakers, A, wood; technicians, electronic mechanical, instrument development; tool and die makers, A.	5.....	Assemblers-installers, A, electrical systems, general, structures; mechanics, A, bench, sheet-metal; operators, A, drill press, punch press; operators, B, drill press radial, lathe engine, lathe turret, milling machine; painters, B, maintenance; riveters, A; welders, B, maintenance.
1.....	Instrument makers, A; jig borers, A; operators, gray planer type mill, vertical boring mill 12'-18'; tryout men, deep draw dies—hydraulic and mechanical presses.	6.....	Die finishers, B; material men, B; operators, A, shear, spotweld; operators, B, drill press; tube benders, A.
2.....	Carpenters, millwright, maintenance-special; heat treaters, A, steel; mechanics, A, experimental aircraft; mockup men, A, setup men, turret lathes; tool and die makers, B.	7.....	Mechanics, B, bench, sheet-metal, steel weld; mockup men, C; operators, sewing machine; painters, C, maintenance; riveters, B; tube benders, B.
3.....	Die finishers, A; operators, A, drill press radial, grinder, lathe engine, lathe turret, milling machine, vertical boring mill; painters, maintenance-special; sheet-metal workers, A, maintenance; tool grinders, A; welders, A, maintenance; woodworkers, A, toolmaker.	8.....	Assemblers-installers, B, general, structures; die finishers, C; operators, B, spotweld; operators, C, milling machine; patternmakers, D, plaster; warehousemen; woodworkers, C, toolmaker.
4.....	Assemblers, A, precision bench; crane men, overhead; material men, A; mechanics, A, bench, steel weld; operators, A, brake, spindle and shaper; template makers, A, tubing; welders, gas and arc burner.	9.....	Assemblers, C, instrument panel makeup; craters, C; laborers, heavy and/or outside; mechanics, C, bench, sheet-metal; operators, B, shear; operators, C, grinder; riveters, C.
		10 ²	Assemblers-installers, C, electrical systems, general, structures; operators, D, punch press; riveters' assistants; upholsterers, C.

¹ Labor grade A established May 22, 1951, to cover some classifications previously in labor grade 1.² Beginners were added to grade 10 in 1943 but were eliminated in 1946.

E—Related Wage Practices¹

Effective date	Provision	Applications, exceptions, and other related matters
Shift Premium Pay		
July 1, 1936 (agreement dated June 26, 1936). Oct. 17, 1938 (agreement dated Oct. 28, 1938).	8 hours' pay for 6¾ hours' work on third shift.	Added: Shifts to be rotated once a month, time and one-half for first shift after rotation if one shift had not elapsed between last work shift. Provision for shift rotation discontinued.
Aug. 1, 1940 (agreement dated Sept. 5, 1940).	5 cents an hour premium for work on second shift; pay at regular rate plus 5 cents an hour for 8 hours for 6½ hours' work on third shift.	
Mar. 3, 1943 (NWL B directive order of same date). Sept. 4, 1943 (NWL B directive order of same date).	Increased to: 6 cents an hour premium for work on second and third shifts. Increased to: 10 cents an hour premium for work on second shift; pay at regular rate plus 10 cents an hour for 8 hours for 6½ hours' work on third shift.	Added: Third shift bonus (8 hours' pay for 6½ hours' work) prorated if employee worked less than 6½ hours on his regular third shift.
May 22, 1950 (agreement of same date).		
June 8, 1956 (agreement of same date).	Increased to: 12 cents an hour premium for work on second shift.	
Overtime Pay ²		
July 1, 1936 (agreement dated June 26, 1936). Oct. 17, 1938 (agreement dated Oct. 28, 1938). Aug. 1, 1940 (agreement dated Sept. 5, 1940).	Time and one-half for work in excess of 8 hours a day. Changed to: Time and one-half for first 2 hours worked in excess of regular shift during regular workweek, double time thereafter. Changed to: For third shift workers—Time and one-half for the first 1½ hours worked outside assigned shift during regular work week, double time thereafter.	Time and one-half for work in excess of 6½ hours on third shift. All hours worked over 6½ considered overtime on third shift.
May 22, 1950 (agreement of same date).		
Premium Pay for Weekend Work ²		
July 1, 1936 (agreement dated June 26, 1936). July 1, 1937 (agreement dated July 2, 1937).	Time and one-half for work on Saturday or Sunday as such. Changed to: Time and one-half for the first 2 hours worked in excess of regular shift on Saturday or Sunday as such, double time thereafter.	Not applicable to maintenance and custodial employees.
Oct. 17, 1938 (agreement dated Oct. 28, 1938). Aug. 1, 1940 (agreement dated Sept. 5, 1940).	Changed to: Double time for work on Sunday as such. Changed to: Time and one-half for standard shift on Saturday as such, double time thereafter.	
Mar. 16, 1946 (agreement of same date).		Added: Maintenance or other employees regularly working on Saturday and Sunday to receive applicable overtime pay for Monday and Tuesday as such, treated as Saturday and Sunday in that order.
May 22, 1950 (agreement of same date).	Changed to: Time and one-half for 8 hours' work (6½ hours on third shift) on first day off, double time thereafter. Double time for work on second day off.	

See footnotes at end of table.

E—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Holiday Pay²</i>		
July 1, 1936 (agreement dated June 16, 1936).	Time and one-half for work on 7 holidays. No pay for holidays not worked.	Holidays were: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving, and Christmas.
Oct. 17, 1938 (agreement dated Oct. 28, 1938).	Changed to: Double time (total) for work on 8 holidays.	Holiday added was Armistice Day. Holidays falling on Sunday to be observed on day considered holiday by State or national Government.
Aug. 1, 1940 (agreement dated Sept. 5, 1940).	-----	Provision not applicable to custodial or maintenance workers.
May 22, 1950 (agreement of same date).	Added: 8 hours' straight-time pay plus applicable shift premium. Triple time (total) for work on these holidays.	Added: Holidays falling on custodial or maintenance employees' second day off to be observed on succeeding day.
		Holidays were: Days listed above except that Friday after Thanksgiving was substituted for Armistice Day.
		Holiday falling on Sunday to be observed on following Monday and holiday premium paid for all hours worked on Monday.
		Holiday pay provided for work on holidays falling on Saturday. To receive holiday pay, employee must (a) have worked either the last scheduled shift before or first scheduled shift following holiday or (b) furnish proof of inability to work because of illness and have been absent because of illness less than 30 days.
		For employees regularly working on Saturday and Sunday, their regular days off to be considered as Saturday and Sunday in that order.
		Employees given extra day with pay for holiday during vacation.
July 31, 1953 (agreement of same date).	Added: Employees guaranteed 8 paid holidays regardless of day of week on which holiday fell. Employees not regularly scheduled to work on Saturday to be paid either for holiday falling on Saturday or for another designated workday at option of company.	
Dec. 24, 1957 (agreement dated June 7, 1958).	-----	Changed: Last regular workday before Christmas to be substituted for Washington's Birthday as a paid holiday.
<i>Vacation-Sick Leave-Severance Pay</i>		
July 1, 1936.-----	No provision.	
July 1, 1941 (agreement dated Sept. 5, 1940).	1 week's paid vacation after 1 year's service.	Company could substitute 1 week's pay in lieu of vacation during Emergency Defense Program.
July 1, 1943 (NWLB directive order of June 8, 1943).	Changed to: For employees with 1 or more years' service, 1 hour's paid vacation for each 22 hours worked in preceding year.	Vacation pay to be based on employees' prevailing rate of pay, including applicable shift differential.
		Vacation allowance of 8 work-hours for each month or fraction thereof worked between July 1, 1942, and June 30, 1943.
		Eligible employees could elect, within year following each qualifying date, to receive one-half of accumulated allowance in lieu of vacation. Vacation credits not used within 1 year following qualifying date because of National Emergency or other reasons to be paid to employee at end of year.
		Employees terminated for any reason to be paid for earned and unused vacation allowance.

See footnotes at end of table.

E—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Vacation-Sick Leave-Severance Pay—Continued</i>		
Feb. 1, 1946 (agreement dated Mar. 16, 1946).	Changed to: 1 hour's paid vacation for each 21 hours worked in preceding year.	Hours on third shift credited in ratio of 8 to 6½. Vacation hours counted as hours worked toward next year's vacation. Absences because of illness could be counted as vacation if employee made application before end of pay period following return to work.
May 22, 1950 (agreement of same date).	Changed to: 1 hour's paid vacation for each 20 hours worked in preceding year.	All hours for which employee was paid counted as hours worked. Premium hours counted as straight-time. Employees laid off for more than 14 calendar days to receive pay in lieu of all earned but unused hours of vacation.
May 22, 1956 (agreement dated June 8, 1956).	Added: 1 hour's paid vacation for each 17 hours worked by employees with 10 or more years' service.	
Apr. 23, 1960 (agreement dated Aug. 11, 1960).	Changed: Vacation-sick leave provision revised to include severance pay. Plan provided: for employees with less than 10 years' service, 1 hour's credit for each 17 hours worked in previous year; for employees with 10 or more years' service, 1 hour's credit for each 14 hours worked. First 40 hours' credit earned each year—cumulative to maximum of 200 hours—applied to sick leave-severance account; remainder, if any, to be used for paid vacation.	8 hours' credit deducted from sick leave-severance or vacation account for each day of absence on scheduled workday. Sick leave available to employees partly or wholly incapacitated by illness or injury on application made within 5 days following return to work. Employees entering military service or on other than temporary layoff or terminated for any other reason to receive pay in lieu of all unused credits. In the event of a short workweek, employee could elect (a) not to work short week and use vacation credits accumulated in the preceding year, (b) to work the short week and use vacation credits on days not worked, or (c) to be laid off, in which case the preceding layoff provision applied. Employee unable to use all vacations credits because of circumstances beyond his control to receive pay for remaining credits at end of year following qualification date.
<i>Reporting Time Pay</i>		
July 1, 1936-----	No provision.	
Oct. 17, 1938 (agreement dated Oct. 28, 1938).	4 hours' pay guaranteed workers reporting for work and laid off before end of shift.	Not applicable in case of sickness, physical incapacity, disciplinary action, emergency shutdown, or conditions beyond management control.
Aug. 1, 1940 (agreement dated Sept. 5, 1940).	8 hours' pay guaranteed employees ordered to report and reporting for work.	Not applicable in cases of emergency shutdown arising out of conditions beyond company's control.
Jan. 1, 1944 (agreement dated Jan. 5, 1944).	-----	Added: Guarantee to include applicable shift differential. For first- and second-shift employees regularly scheduled to work less than 8 hours, guarantee limited to number of hours regularly scheduled to work.
May 22, 1950 (agreement of same date).	-----	Eliminated: Provision regarding employees regularly scheduled to work less than 8 hours.

See footnotes at end of table.

E—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Jury Duty Pay</i>		
July 1, 1936----- June 8, 1956 (agreement of same date).	No provision. 8 hours' pay at straight-time rates for each day of jury duty.	Jury-duty fees, excluding travel allowance, returned to company.
<i>Instructors' Pay</i>		
July 1, 1936----- May 22, 1950 (agreement of same date). July 31, 1953 (agreement of same date).	No provision. Employees assigned as instructors to have 10 cents per hour added to base rates. Increased to: 15 cents an hour.	
<i>Travel Pay and Automobile Allowance</i>		
July 1, 1936----- July 31, 1953 (agreement of same date).	No provision. Employees required to travel provided transportation and reimbursed for living expenses as follows: (1) For a maximum of 1 year in one location—where lodging was prepaid, \$6 a day; where lodging was not prepaid, \$11.50 a day for the first 30 days in location, \$9.50 a day for the next 60 days, and \$7.50 a day thereafter; (2) for each week in excess of 1 year, 30 percent of base weekly wage. Employees traveling by private automobile on official business paid allowance of 7 cents a mile.	Employees paid regular rate for maximum of 8 hours' travel, or travel and work, each day while enroute. (No pay for travel for day in which employee worked more than 8 hours.) Employees away from home and ordered to another location for a short period paid at rate for the first 30 days. Employees required to pay more than \$6.50 a day for hotel room to be reimbursed for additional amount paid. Per diem and transportation to be computed on assumption of traveling at least 350 miles a day. Employees using automobile for personal reasons, but with company approval, to receive salary for time required for train travel and equivalent of first class railroad fare in lieu of mileage and per diem. 10 percent of allowable mileage or rail fare to be paid for carrying each employee passenger.
June 23, 1958 (agreement dated July 7, 1958). July 1, 1960 (agreement dated Aug. 11, 1960).	Automobile allowance increased to 8 cents a mile. Changed to: Living expenses for a maximum of 1 year in one location where lodging was prepaid, \$7 a day; where lodging was not prepaid, \$13 a day for the first 30 days in location, \$11 a day for the next 60 days, and \$9 a day thereafter. Added: Company to provide employee with \$25,000 group travel accident insurance.	Changed to: Employees required to pay more than \$7 a day for hotel room to be reimbursed for additional amount paid. Changed to: Employees using automobile for personal reasons, but with company approval, to be reimbursed 4 cents per mile for travel over the most direct route. Number of days for which reimbursement made for per diem and salary computed by dividing 1,050 miles into the number of miles traveled, adjusted to the nearest ¼ day.

See footnotes at end of table.

E—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Missile Base Pay</i>		
July 1, 1936----- July 1, 1960 (agreement dated Aug. 11, 1960).	No provision. Employees in 4 highest labor grades assigned to jobs on missile test and minutemen bases to receive additional 54.5 cents an hour premium.	
<i>Health and Welfare Plan</i>		
Aug. 1, 1952 (agreement dated July 31, 1952).	<p>Health and welfare plan made contributory and incorporated in agreement providing for employees:³</p> <p><i>Life insurance</i>—\$3,000 or \$4,500 (including \$500 bonus provided by company), depending upon hourly earnings.⁴</p> <p><i>Accidental death and dismemberment</i>—\$2,500 or \$4,000, depending upon hourly earnings.⁴</p> <p><i>Sickness and accident benefits</i>—\$21 or \$31.50 a week, depending on hourly earnings, up to 13 weeks, for disabilities not covered by workmen's compensation; \$10.50 or \$15.75 a week, depending on hourly earnings, up to 13 weeks, for those covered by workmen's compensation.⁵ Benefits to begin on first day of illness or injury not covered by workmen's compensation, on fourth day if covered by workmen's compensation.</p> <p><i>Medical and surgical benefits</i>—Care by panel doctor, including office, hospital, and home visits, authorized diagnostic X-rays, needed laboratory services, authorized radium and deep X-ray therapy, eye examinations, administration of anesthesia in surgical procedures, examination and treatment for active tuberculosis in patient's home or doctor's office, for period of 8 calendar months (not necessarily consecutive) plus 30 consecutive days in each contract year for each nonoccupational injury.</p> <p><i>Chronic and preexisting conditions</i>—Medical care from time coverage becomes effective and surgical care (including hernia, conditions of the female pelvis, and cancer) after 10 consecutive months' coverage.</p> <p><i>Maternity benefits</i>—\$75.</p> <p><i>Ambulance fee</i>—For any one trip for any one disability, up to maximum of \$8.</p> <p><i>Orthopedic appliances and braces</i>—Not designed for permanent use.</p> <p><i>Hospitalization (room and board)</i>—Maximum \$10 a day for 60 days for men and 30 days for women and dependent children under age 19 for each nonoccupational disability. For continuous hospitalization for one disability, benefits at $\frac{1}{2}$ maximum rate for additional 120 days.</p>	<p>Employees to pay 57 cents and company \$8.65 a month (employees formerly paid entire cost).</p> <p>Bonus based on experience during previous policy year usually used to increase life and accidental death and dismemberment benefits beyond stated amounts.⁵</p> <p>Employees permanently and totally disabled prior to age 60, to receive after 6 months' disability, life insurance in lump sum or installments.</p> <p>Not applicable in maternity cases.</p> <p>Benefits provided through King County (Wash.) Medical Service Bureau.</p> <p>Not applicable to disabilities for which treatment was received in 3-month period before becoming member of plan, occupational disabilities, mental illness (except diagnosis), or other specified conditions.</p> <p>Not applicable if employee has been under supervision, examination, or treatment for the condition within 90 days of the effective date of coverage.</p> <p>Maximum of 10 days for maternity care and 30 days for malignancies, cardiac, vascular, renal, or hypertensive diseases. Not applicable to mental illness or tuberculosis.</p>

See footnotes at end of table.

E—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Health and Welfare Plan—Continued</i>		
Aug. 1, 1952 (agreement dated July 31, 1952)—Continued.	<p><i>Special hospital expenses</i>, including general nursing care, surgical dressings and supplies used in hospital, all standard drugs, and additional items for which specific dollar limits were established.⁷</p> <p><i>In-hospital medical care</i>—Provided for diseases not requiring surgery, postsurgical care, treatment of fractures and other injuries, and consultation with specialists.</p> <p><i>Out-patient medical care</i>—Provided at hospital for nonoccupational accidental injuries within 24 hours of injury.</p> <p><i>Poliomyelitis</i>—Medical and surgical care while hospitalized.</p> <p><i>Tonsils and adenoids</i>—Removed after 6 consecutive months' coverage.</p> <p>Changed to: <i>Life insurance</i>—Flat \$4,500.</p>	
Aug. 1, 1954 (agreement dated July 19, 1954).	<p><i>Accidental death and dismemberment</i>—Flat \$4,000.</p> <p>Increased: <i>Sickness and accident benefits</i>—\$35 a week for nonoccupational disability, \$17.50 for occupational disability.</p> <p>Changed to: <i>Hospitalization (room and board)</i>—Accommodations in room for four or more, up to \$16.50 a day.</p> <p><i>Special hospital expenses</i>—Dollar limitations on special hospital services removed.</p>	Increased: Employee contribution to 88 cents a month.
Aug. 1, 1955 (agreement dated July 22, 1955).	<p>Changed to: <i>Sickness and accident benefits</i>—\$35 to \$45 a week for nonoccupational disability, \$17.50 to \$22.50 for occupational disability, depending on labor grade.⁸</p>	Increased: Employee contribution to \$1.20 a month.
May 22, 1956 (agreement of same date).		Added: \$1,000 life insurance for pensioners and future retirees.
Aug. 1, 1960 (agreement dated Aug. 11, 1960).	Changed to: Company-paid plan providing benefits previously in effect.	Company to pay \$10.30 per calendar month for each eligible employee.

Pension Plan

July 31, 1936-----	No provision.	
Jan. 1, 1957 (agreement dated July 22, 1955).	<p>Noncontributory plan established providing following benefits, in addition to Federal old age, survivors, and disability insurance.</p> <p><i>Normal retirement</i>—Employees aged 65 or older to receive: (1) basic monthly benefit of \$1.75 for each year of credited service; (2) supplemental past service monthly benefit of $\frac{1}{2}$ of $\frac{3}{4}$ of 1 percent of monthly basic annual compensation rate on Jan. 1, 1955, in excess of amount covered by social security, times years of credited service prior to date between Jan. 1, 1955, and Jan. 1, 1957, on which he became eligible under plan; and (3) supplemental future service monthly benefits varying with size of special pension trust assets but designed if possible to provide $\frac{1}{2}$ of $1\frac{1}{2}$ percent of basic annual compensation rate in excess of amount covered by social security⁹ for each year of credited service after Dec. 31, 1954.</p>	<p>Not applicable to employees hired on or after Jan. 1, 1956, who had passed their 55th birthday when hired.</p> <p>Approximately half of funds to be invested in common stock and half in preferred and similar securities.</p>

See footnotes at end of table.

E—Related Wage Practices—Continued

Effective date	Provision	Applications, exceptions, and other related matters
<i>Pension Plan—Continued</i>		
Jan. 1, 1957 (agreement dated July 22, 1955)—Continued.	<p>Early retirement—Employees aged 55 but under 65 to receive actuarially reduced pension if approved by retirement committee.</p> <p>Joint and survivorship option—Providing actuarially reduced benefits to employee and spouse.</p> <p>Vested rights—Employee whose service was terminated after 5 or more years of credited service after first becoming eligible on or after Jan. 1, 1955, could receive (a) deferred monthly benefits at age 65 based on 45 percent of normal basic and future service retirement benefits for 5 years of credited service after first becoming eligible plus 15 percent for each additional year, to 90 percent for 8 years and 100 percent for 9 or more years, or (b) actuarial equivalent of normal benefit at any time during 10 years prior to reaching age 65.</p>	<p>Employee could elect an actuarially adjusted "level" income throughout retirement, receiving a higher benefit from the company plan than would be due under the regular formula until primary social security benefits began and smaller benefits thereafter, with company plan benefits plus primary social security benefits equaling his initial benefits from the plan.</p> <p>Employee could provide spouse with benefits equal to either 75 percent or 50 percent of own benefits. No benefits payable to spouse of employee dying before early or normal retirement date.</p> <p>Employee after age 55 but prior to approved early or normal retirement to receive in addition same proportion of (a) basic retirement benefits for any credited service for period before becoming eligible and (b) supplemental past service benefits.</p> <p>Credited service to include continuous service after employee had served 3 years with company and reached his 30th birthday and prior to normal retirement (65th birthday or Jan. 1, 1957, whichever was later) or actual retirement date, whichever was earlier. Eligibility under plan did not begin prior to Jan. 1, 1955.</p>

¹ Last entry under each item represents the most recent change.

² During the period covered by Executive Order No. 9240 (Oct. 1, 1942, to Aug. 21, 1945), practices relating to overtime compensation and holiday pay were modified when necessary to conform to that order.

³ In addition to the provisions listed, dependents' benefits were also available with costs borne by employees who participate.

⁴ Plan provided:

	Life insurance paid by company	Contributory life insurance	Accidental death and dismemberment insurance
Basic hourly rate			
Less than \$1.44....	\$500	\$2,500	\$2,500
\$1.44 and over....	500	4,000	4,000

⁵ In 1953, bonus added 35 percent of face value of life insurance; in 1954 and in 1958, it added a flat \$1,600.

⁶ Plan provided:

	Weekly benefits for disability not covered by workmen's compensation	Weekly benefits for disability covered by workmen's compensation in addition to any amount received from workmen's compensation
Hourly earnings		
Less than \$1.15....	\$21.00	\$10.50
\$1.15 and over....	31.50	15.75

⁷ Maximum benefits were: \$25 for first hour for use of surgical operating rooms and equipment for major surgery and \$15 for minor surgery, \$2.50 for each ensuing half hour for both; \$20 for delivery room; \$50 for serums (except blood or derivatives), antibiotics, and hormones (including penicillin, streptomycin, aureomycin, ACTH, cortisone, etc.); \$25 for diagnostic X-rays; \$5 for basal metabolism tests; \$10 for electrocardiograms, including interpretation; \$15 for in-hospital laboratory tests; \$12.50 for anesthesia for major surgery and \$8.50 for minor surgery, plus cost of materials (maximum did not apply in case of anesthesia administered by panel doctor to employee); tissue examination and animal inoculation; \$25 for tonsils and adenoids, including anesthesia, after 6 months' coverage; \$20 for emergency room care within 24 hours of accident not requiring hospitalization.

⁸ Plan provided:

	Weekly benefits for disability not covered by workmen's compensation	Weekly benefits for disability covered by workmen's compensation in addition to any amount received from workmen's compensation
Labor grade		
7-10.....	\$35.00	\$17.50
3-6.....	40.00	20.00
A-2.....	45.00	22.50

⁹ Annual earnings cutoff increased to \$4,800, effective Jan. 1, 1959, when the Federal social security taxable wage base was increased to that amount.

—WILLMON FRIDIE

Division of Wages and Industrial Relations

Significant Decisions in Labor Cases*

Labor Relations

Rights of Workers Affected by Railroad Merger. The U.S. Supreme Court held¹ that the Interstate Commerce Act's requirement that employees affected by a railroad merger shall not be placed "in a worse position with respect to their employment" does not require the Interstate Commerce Commission, in approving the merger, to impose a "job freeze," but merely to assure displaced or discharged employees compensatory benefits.

This case arose when two railroads jointly petitioned the ICC to approve their proposed merger as being "consistent with the public interest."² The Commission approved, with the proviso that the railroads adhere to the "New Orleans" conditions³ in order to satisfy the requirements of sec. 5(2)(f) of the act. This section provides, among other things: "In its order of approval, the Commission shall include terms and conditions providing that, during the period of 4 years from the effective date of such order, such [merger] will not result in employees of the carrier or carriers . . . affected by such order being in a worse position with respect to their employment." The ICC rejected the contention of the Railway Labor Executives' Association that the section imposes a minimum requirement that no employee be discharged for at least the length of his prior service up to 4 years following consummation of the merger. A Federal district court in Michigan upheld this position, and a direct appeal to the Supreme Court was made.

In affirming the judgment of the lower court, the Supreme Court reviewed the legislative history of sec. 5(2)(f). The Court concluded that, in enacting the bill, the Congress had substituted the requirement that employees not be placed "in a worse position" for a provision that would have

clearly required a "job freeze." Also, the Court interpreted the statements of the House members most intimately connected with the final version of the statute as indicating that compensation, not a "job freeze," was contemplated,⁴ despite certain ambiguities. Finally, noting that such an interpretation had been incorporated in ICC decisions for 20 years with the railway unions' acquiescence, the Court said it was unwilling to overrule an interpretation which all ascertainable signposts of congressional intent indicated to be correct.

Justice Douglas, in his dissent, regarded this case as "a minor episode in . . . modern history [concerning] the impact of economic and technological changes on workers and the manner in which the Government will deal with it." Noting the ambiguity of the legislative history and averring that no part of it clearly revealed an understanding that compensation, not a "job freeze," was contemplated, he concluded that any ambiguity should be resolved in favor of the employees.

Boycotts. A U.S. court of appeals upheld⁵ a finding by the National Labor Relations Board that a union which claimed some of the work involved in building a plant addition which the employer had subcontracted violated the secondary boycott provisions of the Labor Management Relations Act when it picketed the construction site and the road leading to it.

The dispute in this case arose when the company engaged two general contractors to build an office building about one-half mile from its main plant.

*Prepared in the U.S. Department of Labor, Office of the Solicitor. The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

¹ *Maintenance of Way Employees v. U.S.* (U.S. Sup. Ct., May 1, 1961).

² 49 U.S.C. sec. 5(2).

³ These conditions derive their name and substance from the ICC's decision in *New Orleans Union Passenger Terminal* (282 ICC 271). Briefly, they prescribe that employees retained on the job but in a lower paying position get the difference between the two salaries for 4 years following the merger; discharged employees get their old salaries for 4 years, less whatever they make in other jobs, or a lump-sum payment; transferred employees get certain moving expenses and are assured of certain fringe benefits; and certain additional benefits are provided on an individual basis.

⁴ See the remarks of Conference Chairman Lea (86 Cong. Rec. 10178).

⁵ *United Steelworkers of America, Local 4803 v. NLRB* (C.A., D.C., May 4, 1961).

The union, which represented the company's production and maintenance workers, claimed that its agreement entitled some of its members who had been laid off to employment on parts of the construction work which the general contractors had subcontracted. Consequently, the union picketed the construction site and the single access road to both the addition and the main plant. When, on two occasions, pickets asked employees of the subcontractors to stop work, temporary stoppages resulted, and eventually the construction work was shut down. However, the pickets did not interfere with the company's employees who worked at the main plant.

The Board had held that the picketing violated sec. 8(b)(4)(A) of the LMRA, since its immediate and direct object was to force the contractors to cease doing business with the company. The court agreed that the cessation of the construction work was a primary and foreseeable objective, rather than an incidental effect, of the picketing, since it was not directed at company employees but solely at subcontractors' employees. To substantiate its conclusion, the court cited the $\frac{1}{2}$ -mile distance from the plant to the construction site and the presence of employees of the subcontractors only, at the time of the appeals to employees at the construction site.

The Board had also found, and the court also agreed, that it was unnecessary for the union to appeal to the neutral employees in order to advertise its dispute with the company, because it could have picketed the company effectively without involving the neutral employees.

The court pointed out that cases involving sec. 8(b)(4)(A) of the act frequently required a balancing of the economic interests of the various employers, especially secondary employers, and of the unions.⁶ "When a union engages in coercive activity, it generally hopes, even if it does not intend, to affect the business relations between the primary and 'neutral' employers. Congress did not intend to proscribe all actions accompanied merely by such hopes. 'An object' in the statute means something more than a hope or expectation." Therefore, the true legal significance of a judgment that picketing is for a proscribed object lies in the basic facts of the case, not in a determination that the "primary object" or a "foreseeable effect" of the picketing was illegal.

The court rejected the union's argument that the contractors were not neutrals but were doing the very work which was the subject of the primary dispute and to which the union was protecting its claim. The court pointed out that, in balancing the interests of the parties concerned, it must consider the following facts: This was admittedly not "struck work"; the contractors were independent employers, not "allies" of the company, and could not resolve the dispute; the union's claim of a right under its bargaining agreement, although debatable, posed a bona fide dispute with the company; the union's members did not want to work as employees of the contractors, but as company employees; and the purpose of the picketing was plainly to force the company to assign this work to its members. In these circumstances, to direct the efforts at work stoppage solely against the contractors was not a justifiable means of protecting the interests of the union's members. Rather, the Board's conclusions represented "a reasonable accommodation of the interests" of all parties concerned.

Therefore, the court directed that the Board's order be affirmed. However, the court declined to enforce the order until the Board restricted it so as to remedy the violations actually found to have been committed, rather than ordering the union to cease and desist from such conduct against the contractors, subcontractors, or *any other employer*.

Picketing. A Federal court of appeals held⁷ that sec. 8(b)(7) of the Labor-Management Reporting and Disclosure Act of 1959, which prohibits certain picketing with the object of "forcing or requiring" recognition or organization, refers to the intended effect and hence applies to peaceful picketing which has a proscribed objective.

In September 1959, the union in this case began to picket an auto parts and accessories corporation whose employees had never been represented by a union. It continued orderly and peaceful picketing, using signs which clearly revealed its purpose as obtaining recognition or organization, until at least 11 days after November 13, the effective date of the 1959 amendments to the

⁶ *Seafarers' International Union v. NLRB*, 265 F. 2d 585 (1959).

⁷ *NLRB v. Local #39, Teamsters* (C.A. 2, Apr. 17, 1961).

Labor Management Relations Act.⁸ Sometime after November 24, the union changed its picket signs to comply with the informational picketing proviso of sec. 8(b)(7)(C).

When the employer filed unfair labor practice charges, the Board's regional director issued a complaint (on November 30) and later got an injunction against the picketing. Eventually, the Board decided⁹ that the union had committed an unfair labor practice and ordered it to cease and desist from the prohibited picketing.

In affirming the NLRB's interpretation of sec. 8(b)(7)(C), the court of appeals agreed that the prohibition of picketing which has an object of "forcing or requiring" recognition or organization refers to its intended effect, not the manner in which it is carried on. Therefore, the restrictions apply to peaceful picketing which has the stated object, there being no basis for holding that only violent picketing can have such an object.

The court also ruled that in prohibiting recognition or organizational picketing where an election petition is not filed "within a reasonable period of time, not to exceed 30 days," the Congress merely fixed the outer limit and gave the Board power to fix a shorter period as "reasonable"

when the situation warranted. The court agreed with the Board's finding that the 17 days between the effective date of the law and the issuance of the complaint afforded the union a "reasonable" period of time in which to file its petition. With respect to the union's contention that it did not have a "reasonable" period for invoking the expedited election procedure provided in the section, the court held the union had no "right" to such procedure where it failed to file a petition within a reasonable time in the first place.

The court concluded that even if one assumes that the picketing was "informational" only, it would have been barred under sec. 8(b)(7)(C) because the Board found that it stopped deliveries to the company, and the Board is entitled to use postcomplaint evidence on this point.

LMRDA Protection of Nonunion Members. A Federal court of appeals held¹⁰ that a person who has fulfilled all membership requirements prescribed by a union is a "member" as defined by sec. 3(o)¹¹ of the LMRDA and is entitled to protection under the act's "Bill of Rights" even though he has not been formally admitted to membership.

This case arose from a suit by a member of the Iron Workers union, who had asked the union to transfer his membership from Local 489 in Scranton, Pa., to Local 11 in New Jersey. He had worked within the jurisdiction of Local 11 for 6 years, with its knowledge and consent, and it had given him an informal permit to work, accepted his dues, and permitted him to attend its meetings but not to participate or to vote. Local 11, however, never formally effected the transfer, despite his fulfilling all of the requirements of the international union's constitution for transfer. Contending that he was being denied equal rights and privileges in Local 11, in contravention of sec. 101(a)(1)¹² of the LMRDA, he sought a decree granting him membership in Local 11 with all the rights and privileges incident to such membership.

His suit was dismissed by a Federal district court, on the ground that it did not have jurisdiction. The appellate court pointed out that the dismissal for lack of jurisdiction was not proper in light of the well-established principle that assertion of a substantial claim under a Federal statute

⁸ 29 U.S.C. 148, sec. 8(b)(7). The relevant parts of the amendments provide that it shall be an unfair labor practice for a labor organization or its agents "to picket or cause to be picketed . . . any employer where an object thereof is forcing or requiring an employer to recognize or bargain with a labor organization as the representative of his employees, or forcing or requiring the employees of an employer to accept or select such labor organization as their collective bargaining representative, unless such labor organization is currently certified as the representative of such employees: . . . (C) Where such picketing has been conducted without a petition under sec. 9(c) being filed within a reasonable period of time not to exceed 30 days from the commencement of such picketing. . . . *Provided further*, That nothing in this subparagraph (C) shall be construed to prohibit any picketing or other publicity for the purpose of truthfully advising the public (including consumers) that an employer does not employ members of, or have a contract with, a labor organization, unless an effect of such picketing is to induce any individual employed by any other person in the course of his employment, not to pick up, deliver or transport any goods or not to perform any services."

⁹ *Teamsters, Local 259 and Stan-Jay Auto Parts*, 127 NLRB No. 132 (June 1, 1960).

¹⁰ *Hughes v. Local 11 (International Association of)*, *Bridge, Structural and Ornamental Iron Workers* (C.A. 3, Mar. 9, 1961).

¹¹ Sec. 3(o) provides: " 'Member' or 'member in good standing,' when used in reference to a labor organization, includes any person who has fulfilled the requirements for membership in such organization, and who neither has voluntarily withdrawn from membership nor has been expelled or suspended from membership after appropriate proceedings consistent with lawful provisions of the constitution and bylaws of such organization."

¹² Sec. 101(a)(1) of the act (29 U.S.C.A. sec. 411(a)(1)) provides: "Every member of a labor organization shall have equal rights and privileges within such organization to nominate candidates, to vote in elections or referendums of the labor organization, to attend membership meetings, and to participate in the deliberations and voting upon the business of such meetings, subject to reasonable rules and regulations in such organization's constitution and bylaws."

gives a Federal court jurisdiction, even though it might ultimately dismiss the claim. Noting that the language of sec. 102 fails to demonstrate a clear intention by the Congress to create an exception to the foregoing principle, the court decided to treat the order of the court below as one dismissing the complaint on the ground that it did not assert a claim on which relief could be granted.

The appellate court found support for the member's action in two sections of the law. In determining whether he was in fact a member of Local 11, the court examined the definition of the word "member" in sec. 3(o), which it interpreted as stating that a member of a labor organization is any person who has fulfilled the requirements for membership in that organization. "It does not say that a member is one who has been formally admitted to membership. Nor does it say that a member is anyone who has been recognized by a labor organization to be a member. The actual words . . . indicate that Congress intended to apply some external standard in defining 'member' for the purposes of the act. . . . Ordinarily, we would not conclude that every person who has fulfilled the requirements for membership in an organization is in fact a member We tend . . . to recognize as members . . . only those persons who have been formally admitted to membership, persons who are recognized by the organization." Nevertheless, the court found that Congress did not limit the protection of sec. 101(a)(1) to those persons who have been admitted to membership in a labor organization. Rather, "it provided that equal rights and privileges be secured to any person who has fulfilled the requirements of membership. Thus, the act's protection is extended to those who are everything that members are, to those who are in substance members," despite the fact that they have not been formally admitted.

The court emphasized that, while Congress clearly had no intention of dictating the requirements that a labor organization might impose for membership, it said clearly that when all of those requirements have been met by a person, that person is a member.

The court distinguished this case from the ordinary case of an application for membership in a voluntary association because the organization here did not reserve power to refuse membership;

in its discretion, to those who fulfilled its standard membership requirements.

The case was remanded to the district court for a determination of whether the member here has met the requirements for transfer to and membership in Local 11.

Wage and Hour

Coverage of FLSA. The Supreme Court held¹³ that homemaker-members of a cooperative who produce goods at home are employees of the cooperative within the meaning of the Fair Labor Standards Act.

The cooperative was organized to produce and sell certain handmade goods. In addition to a general manager and certain employees who do finishing work, it is comprised of some 200 members who produce articles in their homes for marketing through the cooperative. The members are paid an advance allowance for their work, until "excess receipts" are distributed among them according to the amount of goods they have produced. Among other things, the members are not liable for the cooperative's debts, and can be expelled at any time by the board of directors if they violate any rules of the organization or their work is substandard.

Pursuant to his statutory authority to regulate industrial homework, the U.S. Wage and Hour Administrator had issued a regulation requiring persons who wish to perform industrial work in a home to obtain a special certificate of permission. The cooperative members had no such certificate, nor did the cooperative comply with the minimum-wage and recordkeeping requirements of the FLSA. Accordingly, the Secretary of Labor sought an injunction against these violations, which lower courts had denied.

In concluding that the members of the cooperative are employees within the meaning of the act, the Supreme Court noted that, by sec. 3(d) of the act, an "employer" is any person acting "in the interest of an employer in relation to an employee"; by sec. 3(e), an "employee" is one "employed" by an employer; and by sec. 3(g), the term employ "includes to suffer or permit to work."

¹³ *Arthur J. Goldberg v. Whitaker House Cooperative Inc.* (U.S. Sup. Ct., Apr. 24, 1961).

The Court reasoned that there was no inherent inconsistency in its finding that a member of a cooperative can also be its employee. It buttressed its argument by analogy: Employees of a corporation who buy shares of the corporate stock would still be employees of the corporation within the meaning of the act, since it would "suffer or permit" them to work regardless of their stock-owning.

The Court further noted the members of the cooperative were not self-employed; nor were they independent, selling their products on the market for whatever price they could command. They manufactured what the cooperative desired and received the compensation it dictated. The management, in other words, could hire or fire the homemaker-members.

The Court concluded that if "economic reality" rather than "technical concepts" is to be the test

of employment,¹⁴ these homeworkers are employees.

The dissent, signed by three justices, held that a true cooperative does not automatically become the "employer" of its "members" in either the commonly understood sense of those terms or in the sense in which they are used in the act. For the act to apply, the cooperative must "employ" its members, whereas here, each member "worked for herself—in her own home when and as she chose." Further, if the cooperative were dissolved, its assets and excess receipts would have to be refunded to its members according to their share of the work submitted, and not according to their investment. To the dissenters, this seemed wholly inconsistent with the notion that the members were employees of the cooperative or were supposed to work for it. Therefore, since the act does not apply in the absence of an employment relationship, they would have affirmed the judgment of the two courts below.

¹⁴ *United States v. Silk*, 331 U.S. 704, 713; *Rutherford Food Corp. v. McComb*, 331 U.S. 722, 729.

Chronology of Recent Labor Events

May 1, 1961

PRESIDENT JOHN F. KENNEDY signed the Area Redevelopment Act (P.L. 87-27) which authorizes the appropriation of \$394 million in loans and grants for such purposes as construction and modernization of plants, improvement of public facilities, and retraining of workers and their subsistence during training, in areas with "substantial and persistent unemployment and underemployment." The law, which runs until June 30, 1965, will be administered by an Area Redevelopment Administrator under the direction of the Secretary of Commerce.

On May 5, the President signed an amendment (P.L. 87-30) to the Fair Labor Standards Act which is expected to bring wage increases to about 2.5 million workers when it goes into effect September 3, 1961. It extends coverage to about 3.6 million additional workers, including 2.2 million in retail trade and 1 million in construction, and raises the Federal minimum wage. The minimum for workers already covered will go from \$1 to \$1.15 an hour in September 1961 and to \$1.25 in September 1963; that for newly covered employees will be \$1 beginning in September 1961, \$1.15 in September 1964, and \$1.25 in September 1965. The latter group will also be brought gradually under the overtime provisions of the act until they receive time and a half pay after 40 hours a week by September 1965. The amendment also removes 16,000-25,000 workers in various activities related to agricultural production from the protection of the act's minimum wage provisions.

On May 8, the President signed an amendment (P.L. 87-31) to the Social Security Act, which temporarily extends the aid to dependent children program by providing for direct Federal assistance, administered through the States, to children under age 18 whose parents are able-bodied but unemployed. The extension is expected to benefit some 500,000 children and 200,000 adults at an estimated cost of \$200 million, between May 1, 1961, and June 30, 1962, when it expires.

THE U.S. SUPREME COURT ruled that sec. 5(2)(f) of the Interstate Commerce Act, which requires that a railroad merger not place affected employees "in a worse position with respect to their employment" for 4 years, was not intended to guarantee the employees jobs with the merged railroad for that period but to provide them with adequate compensation. The legislative history of the provision, the Court said, supported this interpretation, which the Interstate Commerce Commission had applied for 20 years

with the acquiescence of all interested parties. The case, *Brotherhood of Maintenance of Way Employees v. United States*, stemmed from the recent merger of the Delaware, Lackawanna and Western Railroad Co. and the Erie Railroad Co. (See Chron. item for Dec. 7, 1960, MLR, Feb. 1961; see also p. 765 of this issue.)

RATIFICATION of a 1-year contract between the Carpenters union and four contractors' associations in 11 southern California counties provided an hourly wage increase of 17.5 cents, effective June 15, for 55,000 construction carpenters. Employer contributions of 10 cents an hour beginning March 1, 1962, will establish a vacation plan. (See also p. 776 of this issue.)

May 2

AFTER a brief strike, the International Longshoremen's and Warehousemen's Union (Ind.) and representatives of 26 Hawaiian sugar plantations agreed to a 2-year contract covering 12,000 employees providing wage raises totaling 17 cents an hour and fringe benefit increases valued by the union at 2¼ cents an hour. (See also p. 775 of this issue.)

May 3

THE Goodyear Tire and Rubber Co. and the United Rubber Workers renegotiated their 2-year contract to include wage increase and holiday provisions like those incorporated in the union's contract with the Firestone Tire and Rubber Co. (Chron. item for Apr. 18, 1961, MLR, June 1961).

May 4

THE U.S. Court of Appeals for the District of Columbia upheld a finding by the National Labor Relation Board that an industrial union which claimed the right to some of the subcontracted work on the construction of a plant addition violated the secondary boycott ban of the Labor-Management Relations Act when it picketed the construction site and the road leading to both it and the main plant but did not picket the plant itself. The court rejected the union's contention that its picketing was legal because the subcontractors were doing the disputed work, ruling that picketing the independent subcontractors, who could not resolve the dispute, was in reality an attempt to force the primary employer to assign the disputed work to the union's members. The case was *United Steelworkers v. NLRB*. (See also pp. 765-766 of this issue.)

May 6

THE Secretary of Labor issued amended determinations under the Public Contracts Act, raising the minimum hourly wage rates from \$1.18 to \$1.52 in the photographic and blue-printing equipment and supplies industry, and from \$1.10 to \$1.43 in the metal business furniture and storage equipment industry. The determinations apply to Government supply contracts in excess of \$10,000 on which negotiations begin on or after June 10.

May 7

ENDING a 6-day walkout of 1,100 mechanics and maintenance workers, National Airlines and the International Association of Machinists agreed to submit to binding arbitration the unresolved issues in a prolonged dispute over renegotiating a contract that expired last October. (See also p. 776 of this issue.)

BEGINNING its 1961 round of negotiations with affiliates of the Bell Telephone System, the Communications Workers of America concluded a settlement with the Illinois Bell Telephone Co. The contract provides weekly wage raises ranging from \$1.50 to \$2.50 for about 7,600 employees. (See also p. 775 of this issue.)

May 8

RULING on the Department of Labor's first challenge of a union election under the Landrum-Griffin Act, a Federal district court in Newark, N.J., voided—by consent decree—the February 1960 election of officers by Independent Petroleum Workers Union of Bayway, N.J., and ordered another election to be held within 75 days. The handling of ballots in the election was found to have violated the act.

May 12

PRESIDENTS of the Teamsters and two AFL-CIO affiliates—the National Maritime Union and the International Longshoremen's Association—agreed to sign a mutual assistance pact, with the immediate purpose of "full support" for the NMU in its current contract negotiations. Four days later, the executive committee of the ILA, which was readmitted to the Federation on a provisional basis in 1959, rescinded the agreement. (See also subsequent item for May 16 and pp. 777-778 of this issue.)

May 13

NEGOTIATING under a wage reopener, the International Brotherhood of Electrical Workers and the Western Electric Co. in Omaha, Nebr., agreed to hourly wage increases ranging from 5 to 10 cents, which the union said would set the pattern for its negotiations with other Bell Telephone System affiliates, where it represents more than 70,000 workers.

May 15

THE International Ladies' Garment Workers' Union ratified a contract with the National Skirt and Sportswear Association calling for a general wage increase of approximately 6 percent, effective June 1, for about 15,000 employees in the New York metropolitan area. Other terms included increased minimum scales and limitations on use of imported or nonunion garments and apparel. (See also p. 776 of this issue.)

May 16

THE National Maritime Union announced that the AFL-CIO Maritime Committee, in which the union is allied with the American Radio Association and the Steelworkers, had been reactivated. Earlier in the month, the NMU had withdrawn from the AFL-CIO Maritime Trades Department and had also reactivated its licensed officers division. (See Chron. item for Apr. 18, 1961, MLR, June 1961; items for May 12 and May 22, this issue; and p. 778 of this issue.)

May 18

FACED with a union trial on charges of misusing union funds, James G. Cross resigned as president and a member of the Bakery and Confectionery Workers (Ind.) after several weeks' suspension (Chron. item for Mar. 25, 1961, MLR, May 1961). A day earlier, the union's executive board had received the resignation of Peter H. Olson, its secretary-treasurer, who was to be tried with Cross. (See also p. 778 of this issue.)

May 19

A FEDERAL district court jury in Knoxville, Tenn., found the United Mine Workers and the union's Welfare and Retirement Fund had violated the Sherman Anti-Trust Act by conspiring with large coal companies to monopolize the bituminous coal industry. The verdict resulted from a countersuit by the Phillips Brothers Coal Co. of Scott County, Tenn., which the fund had sued for delinquent royalty payments. (See also p. 774 of this issue.)

MEMBERS of the Brewery Workers Union ratified a 2-year contract with major Milwaukee breweries which called for hourly wage increases of 10 and 12½ cents for production workers and general truckers, respectively, effective June 1 and 10 cents more on June 1, 1962, and improvements in fringe benefits for about 6,000 workers. (See also p. 776 of this issue.)

A 3-member emergency board was created by President Kennedy to investigate a dispute between 39 railroads and the Railroad Yardmasters of America. The dispute over wage rates and fringe benefits involves about 5,000 yardmasters.

May 22

OFFICIALS disclosed the formation of the West Gulf Ports Council, a unit of the AFL-CIO Maritime Trades Department unit with headquarters in Houston. The nine member unions, representing about 200,000 Gulf Coast workers, range from the Seafarers' International Union to the Retail Clerks, but do not include the National Maritime Union or the American Radio Association. (See also item for May 16, above.)

May 23

ALEX ROSE, president of the United Hatters, Cap and Millinery Workers International Union, announced that the union had penetrated the hat industry in the South by signing an agreement with the Byer-Rolnick Hat Corp. in Texas. Provisions include general wage raises of 20 cents an hour over 3 years and other improvements, as well as a clause, designed to circumvent the Texas "right-to-work" law, which bans use of the union label until 97 percent of the company's workers become union members.

May 25

THE Presidential commission established to investigate a wildcat strike by the Flight Engineers' International Association against seven airlines (Chron. item for Feb. 23, 1961, MLR, Apr. 1961) recommended that the Engineers merge with the International Air Line Pilots Association. (See also p. 773 of this issue.) On May 31, the National Mediation Board certified the Pilots union to represent cockpit crews at United Air Lines, after it had defeated the Engineers (by 1,682 to 58) in the election for which the Board's original order had triggered the strike.

Another Presidential commission had recommended, also on May 25, that a dispute involving the International Association of Machinists, representing flight engineers at Northwest Airlines, be settled by wage increases for the engineers, who would be the third man in the jet cockpit and receive pilot training from the company.

THE Lockheed Aircraft Corp. and the President's Committee on Equal Employment Opportunity (Chron. item for Mar. 6, 1961, MLR, May 1961) signed an agreement calling for full racial equality in hiring, training, and placement of workers, as well as in the use of facilities, in all of the company's plants. (See pp. 773-774 of this issue.) The agreement resulted from a complaint by the National Association for the Advancement of Colored People about discrimination at the company's Marietta, Ga., plant.

Earlier in the month, Machinists President A. J. Hayes had notified the union's white locals in the Marietta plant that henceforth they would be integrated. The Negro local had voted to dissolve and seek admission to the white locals.

May 26

AN 11-member tripartite Missile Sites Labor Commission was established, under Executive Order 10946, to resolve labor problems at missile and space sites, following no-strike, no-lockout pledges by the unions and managements involved. The Commission will attempt to resolve disputes through local Missile Site Labor Relations Committees, with unsettled issues referred to a panel of the Commission for hearings and recommendations. (See also p. 773 of this issue.)

THE Textile Workers Union of America announced that it would end its 2½-year strike against the Harriet-Henderson cotton mills in Henderson, N.C., on June 1 and would discontinue benefits on July 1 for 300 of the original 1,040 strikers who are still unemployed. The violence-ridden strike, which brought imprisonment to eight union members and officials, grew out of a deadlock over contract demands on an arbitration clause. (See Chron. items for Apr. 19 and July 23, 1959, MLR, June and Sept. 1959, respectively.)

May 29

THE U.S. SUPREME COURT ruled that a plant union which pickets a gate assigned for exclusive use by independent contractors' employees, and so marked, cannot be found to violate the Taft-Hartley Act's secondary-boycott provisions unless it is first determined that the work done by the contractors' employees is unrelated to the everyday operations of the struck plant and would not curtail the plant's activities if done when operations were normal. The case was *Local 761, International Union of Electrical, Radio and Machine Workers v. NLRB* (Chron. item for Apr. 18, 1960, MLR, June 1960).

May 31

THE Pulp, Sulphite and Paper Mill Workers and the Papermakers and Paperworkers, negotiating with the Pacific Coast Association of Pulp and Paper Manufacturers under a reopening provision, tentatively agreed to a general wage increase of 2-percent and other improvements for over 20,000 workers in Washington, Oregon, and California. (See also p. 775 of this issue.)

TWENTY-NINE affiliates of the Pittsburgh Building and Construction Trades Council signed an agreement with Cantranel, Inc., the general contractor on the first big area development of small homes to be built with union labor, giving him the right to use prefabricated equipment and the sole right to decide what machines, tools, equipment, and construction methods would be used on the project. Other provisions include a ban on jurisdictional disputes. (See also p. 777 of this issue.)

IN A RECONSIDERATION of *American Cyanamid Co. and Pensacola Building and Construction Trades Council* (Chron. item for Feb. 2, 1961, MLR, Apr. 1961), the NLRB directed separate elections for production and maintenance workers where rival unions sought to represent the maintenance employees—one in a separate unit and the other in a joint unit for which there was no bargaining history—with the ballots to be pooled if a majority of the maintenance workers fail to choose a union. However, the Board said it would judge similar requests on a case-by-case basis.

Developments in Industrial Relations*

Governmental Actions

Presidential Commissions. An 11-member Missile Sites Labor Commission to prevent work stoppages in the missile and space program was established by Executive Order 10946 on May 26, 1961. Unions and key companies participating in the program gave "no-strike, no-lockout" pledges and assured their full cooperation with the disputes-settling panel. President Kennedy named Secretary of Labor Arthur J. Goldberg as chairman and William E. Simkin, director of the Federal Mediation and Conciliation Service, as vice chairman. The Commission is to operate through local committees at launching and test sites and these groups, consisting of labor, management, and Government representatives, will seek to anticipate and dispose disputes as they arise, making full use of existing voluntary settlement procedures. If their efforts fail, the dispute is to be handled by a panel of the national Commission (composed of public members only for jurisdictional disputes). The panels are empowered to mediate disputes, hold hearings, and make recommendations for settlement. Secretary Goldberg explained that, because of the national emergency nature of the missile-space program, the Commission could serve to arouse public opinion even though it could not make binding recommendations.

The special three-man Presidential Commission appointed to study the job security and jurisdictional issues in a wildcat strike against seven airlines by the Flight Engineers' International Association¹ reported on May 25. The strike had erupted in February, when the National Mediation Board ordered the engineers and pilots employed by United Air Lines to choose between the FEIA and the Air Line Pilots Association as their bargaining representative. The Commission

recommended that the two unions merge. It would also limit jet cockpit crews to three men, rather than the four employed on four of the airlines, and require the third man to have both engineer and pilot training, but without displacing any currently employed engineers. The Commission left details to be worked out among the airlines and the unions but warned that if no agreement is reached within 30 days, it planned "to reconvene and recommend such further action as may then seem desirable." President Kennedy declared that "we cannot have further strikes over these disputed issues," but FEIA President Ronald A. Brown said the union still has to plan its "future action," emphasizing that the panel's recommendation for merger "was the very issue that led to the February wildcat strike." At the end of the month, the National Mediation Board certified the Pilots union at United, where it had defeated the Engineers by 1,682 to 58.

Another Presidential Commission in an airlines dispute had also reported on May 25. In this case, the International Association of Machinists, representing flight engineers at Northwest Airlines, had refused to man jets, on which the company had agreed to employ them, until agreement had been reached on pay scales. When the company then switched to three-man pilot crews, the IAM called out all of its engineers, grounding most flights. The Commission recommended that all the engineers receive pay increases and that an engineer be assigned as the third man of jet crews, with pilot training to be given by the company. Earlier in the month, a Federal district court had turned down the union's request for an injunction compelling the company to employ engineers on jets, pending the report of the Commission and for 30 days thereafter. The court maintained there was no violation of status quo reemployment, since no engineers had been assigned to jets before the dispute began.

The President's Committee on Equal Employment Opportunity and the Lockheed Aircraft Corp., signed on May 25 an agreement aimed at providing full racial equality of employment in

*Prepared in the Division of Wages and Industrial Relations, Bureau of Labor Statistics, on the basis of currently available published material.

¹Excerpts from the Commission's report appear on pp. 750-753 of this issue; see also *Monthly Labor Review*, April 1961, p. 414.

all of the company's nine divisions.² The company's program developed from a complaint by the National Association for the Advancement of Colored People and subsequent investigation by the Committee that the firm's Marietta, Ga., division had discriminated against Negroes.³ The company's program includes steps to "aggressively seek out" qualified professional, technical, mechanical, and clerical workers from minority groups. The company has already desegregated company facilities, and members of the Negro local of the International Association of Machinists have been integrated with the white locals at the plant.

Court Actions. The U.S. Court of Appeals in Washington, D.C., rejected on May 25, 1961, petitions to stay the merger of Capital Airlines, Inc., with the United Airlines, Inc., and on June 1, the carriers were officially merged. The petitions had been filed by Delta Air Lines, Inc., Northwest Airlines, Inc., and the Brotherhood of Railway and Steamship Clerks after the Civil Aeronautics Board, which had initially approved the merger on April 3, rejected their petitions for reconsideration and modification on May 12. The merger was approved by the CAB after United and Capital had agreed to a number of stipulations including "labor protective provisions" designed to cushion its adverse effects on employees' earnings and jobs. Among these was dismissal pay for employees laid off within 3 years as a direct result of the merger, amounting to 60 percent of average monthly pay in the year preceding layoff, for periods ranging from 6 months for 1 year's service up to 60 months for 15 or more years' service or, at the employees option, a lump sum ranging from 3 months' full pay for 1 year of service up to 12 months' pay after 5 or more years' employment. Employees transferred to lower paying jobs within 3 years of the date of merger are to receive the difference between the new rates of pay and their average earnings of the previous 12 months for 4 years from the date of displacement. Seniority lists are to be integrated "in a fair and equitable manner," including, where applicable, collective bargaining, with unresolved disputes to be settled by an arbitration committee.

A U.S. District Court jury in Knoxville, Tenn., on May 19 adjudged the United Mine Workers

and its Welfare and Retirement Fund guilty of violating Federal antitrust laws and awarded the plaintiff, a small eastern Tennessee coal mine firm, a \$90,000 judgment. (Under antitrust laws, judgment is automatically tripled.) It was reportedly the first time a union had been found guilty of violating antitrust provisions on a national level. The action was taken by the Phillips Brothers Coal Co., which charged the UMW and the trustees of its welfare fund had conspired with large coal producers to monopolize the bituminous coal industry. The vehicle for conspiracy, it was charged, was the 1950 basic bituminous coal wage contract under which participating companies pay 40 cents per ton of coal produced to the union's welfare fund. These royalties, Phillips said, exceeded the company's profit and were designed to force small producers out of business. (The company actually was a cross plaintiff in the case, stemming from a suit filed by the welfare fund trustees against Phillips seeking \$56,000 in back royalty payments.) Furthermore, the suit charged the 1950 contract provisions were forced upon the small operators by the union through violence and intimidation.

Wages and Collective Bargaining

Contract Proposals. The United Packinghouse Workers and the Amalgamated Meat Cutters and Butcher Workmen met in Chicago at separate conferences during May to plan their collective bargaining demands for presentation to the major meatpacking companies in August. Both unions stressed job security as their primary goal. The UPWA's Wage and Contract Conference, meeting on May 18 and 19, called for a comprehensive program of job and income stabilization to provide protection against technological displacement. Its proposals included guarantees of income for employees and no plant closings during the contract term, a reduction in the workweek, and an "industrial sabbatical"—amounting to 13 weeks' paid leave every 5 years—for advanced training or education. Ralph Helstein, president of the UPWA, said the union intended to remain flexible on wage increases, "so that we can weigh the progress being made on the contract as a

² Excerpts from the agreement appear on pp. 748-749 of this issue.

³ See *Monthly Labor Review*, June 1961, p. 655.

whole" and on the "overriding issue" of job security.

Several days later, the Meatcutters adopted a bargaining program that reflected a similar concern over the loss of production jobs in the meatpacking industry. (Secretary-Treasurer Patrick E. Gorman predicted that the number of jobs might drop by 7,000 a year in each of the next 5 years.) Accordingly, the delegates endorsed recommendations calling for a shorter workweek and other measures to provide stable employment, coupled with greater benefits for workers displaced by automation or plant shutdowns.

Contract Settlements. The Pacific Coast Association of Pulp and Paper Manufacturers and two unions—the International Brotherhood of Pulp, Sulphite and Paper Mill Workers and the United Papermakers and Paperworkers—on May 31 agreed to a 2-percent general wage increase for more than 20,000 workers in California, Oregon, and Washington. The increases, subject to union membership ratification, ranged from 3½ to 10 cents an hour effective June 1, 1961. The new agreement brought base hourly rates to \$2.24 for men and to \$1.925 for women. Other contract improvements included a 3-cent increase in the third-shift differential to 12 cents an hour, and 4 weeks' vacation after 23 instead of 25 years' service. Negotiations were conducted under a reopening provision of an existing contract expiring May 31, 1962.

One of the year's first major settlements in the West Coast lumber industry was reached in early May when the Weyerhaeuser Company and the International Woodworkers of America agreed to a 2-year contract. The agreement, affecting about 8,000 logging and mill workers in the fir belt in Oregon and Washington, called for a 1-percent general wage increase, effective June 1, 1961. About half of the logging employees, previously paid on a piecework basis, were to be shifted to an hourly wage system. The agreement, subject to local union approval, also liberalized the company-paid pension plan by eliminating the social security offset. (Benefits previously amounted to 1 percent of average monthly earnings for the last 10 years prior to retirement times years of service, less one-half of the social security benefits.) Eligibility for paid holidays was also improved.

At least seven affiliates of the Bell Telephone System concluded agreements during May. On the 13th, the Western Electric Co. in Omaha, Nebr., settled with the International Brotherhood of Electrical Workers on wage increases ranging from 5 to 10 cents an hour for 3,500 employees. The settlement was negotiated under a wage reopening clause of a 3-year contract signed in 1960. According to the union, the increases were expected to set the pattern for more than 70,000 IBEW members employed by Western Electric and other Bell System affiliates.

In early May, the Communications Workers of America began its 1961 round of Bell settlements by reaching agreements with the Chesapeake and Potomac Telephone Co. and the Illinois Bell Telephone Co. Both were negotiated under wage reopening clauses of 3-year contracts signed in 1960. The Illinois agreement, signed on May 7, called for pay raises ranging from \$1.50 to \$2.50 a week for 7,600 traffic department employees. The increases—subject to union membership ratification—were to go into effect on June 30 for 1,600 toll operators and clerks in the Chicago area, and on May 7, for 6,000 traffic department employees in other areas. In addition, wage differentials above the operators' rates were increased by \$1 a week for some central office supervisors and clerks.

The Chesapeake and Potomac Telephone Co. agreement, signed on May 15, affected about 6,300 employees in the Washington, D.C., area, and provided weekly wage increases ranging from \$1.50 to \$3 for traffic, clerical, plant, and commercial employees. These increases bring maximum weekly rates for operators to \$80 and those for plant craftsmen to \$132.

Similar wage agreements were reached later in the month with four other telephone companies—New Jersey Bell (traffic department), Northwestern Bell, Ohio Bell, and Wisconsin Bell. A total of about 48,000 workers were affected.

Following a strike of less than 1 day on May 2, negotiators representing 26 Hawaiian sugar plantations and the International Longshoremen's and Warehousemen's Union (Ind.) agreed to a 2-year contract for 12,000 workers. The agreement calls for basic wage increases of 15 cents an hour—7 cents retroactive to February 1, 1961, 4 cents more a year later, and the final 4 cents on August 1, 1962. An additional 2 cents an hour, on the

average, will be applied to upgrade equipment operators and tradesmen, effective February 1, 1962. Supplementary benefit improvements, according to the union, were worth about 2½ cents an hour: ¾-cent a man-hour was to be applied for improved sick leave and medical care programs; and employers will pay 2 cents a man-hour to establish a dental-care program, effective January 31, 1963.

Members of the Brewery Workers Union ratified, on May 19, a 2-year contract with major breweries in Milwaukee providing a 10-cent-an-hour pay raise for production workers and 12½ cents for general truckers, effective June 1, 1961. The agreement, affecting about 6,000 workers, calls for an additional 10-cent-an-hour wage increase for all employees next June 1, except that production workers at the Independent Milwaukee Brewery (Braumeister beer) are to receive only 5 cents unless the brewery's sales rise 10 percent by that time. Other contractual improvements include a fifth week of vacation for 20-year employees, a \$5 increase in weekly sickness and accident benefits (to \$60), and an increase in life insurance from \$4,000 to \$4,500.

The National Skirt and Sportswear Association and the International Ladies' Garment Workers' Union reached agreement in mid-May on a general pay raise of approximately 6 percent effective June 1, 1961. The 3-year contract also guaranteed 6½ paid holidays (holiday pay was formerly prorated depending on hours worked during the week) and included higher minimum wage scales. Minimums for such lower paid classifications as cleaners, floor workers, and assorters are to be increased in two steps, reaching \$1.35 an hour in September, when the \$1.15 Federal minimum goes into effect. About 15,000 workers in the New York metropolitan area are affected. According to the union, the contract also prohibits manufacturers from importing apparel which could be manufactured in this country or purchasing garments manufactured in nonunion shops which could be produced by union workers. Disputes relating to the application of this clause are to be submitted to the industry's impartial chairman.

A 6-day strike at National Airlines by about 1,100 mechanics and maintenance workers represented by the International Association of Machinists, ended on May 7 with agreement to submit

to binding arbitration the unresolved differences over a contract to replace the one that expired last October. Under the agreement, which was reached through the offices of the National Mediation Board and Secretary of Labor Arthur J. Goldberg, disputed issues (including pay rates for nonmechanical employees, vacations, and seniority) will be submitted to Nathan P. Feinsinger, University of Wisconsin law professor and chairman of the Presidential Commission that reported on the FEIA-ALPA dispute. Other contract issues had been settled before the strike; these included increases retroactive to October 1, 1960, of 15 cents an hour for mechanics and inspectors and an additional 8-cent pay boost for mechanics and inspectors on October 1 of this year. The mechanics' prestrike rate was \$2.95, while the lower paid workers were getting \$1.94 to \$2.45 an hour. Agreement had also been reached on increased differential pay for work on the second and third shifts.

Collective bargaining in the construction industry resulted in numerous pay raises during May. In 11 southern California counties, the Carpenters Union and four contractors' associations agreed to a 1-year contract providing a 27½-cent-an-hour package increase for 55,000 construction carpenters. Effective June 15, scales were raised by 17.5 cents an hour, bringing their rates to \$4 an hour. On March 1, 1962, employers will begin paying 10 cents an hour to establish a vacation plan. The employers are the Associated General Contractors, the Building Contractors Association, the Home Builders, and the Engineering and Grading Contractors Association.

In Westchester and Putnam counties, N.Y., negotiations were concluded for some 4,000 carpenters who received a 25-cent-an-hour raise, bringing their scale to \$4.40 an hour. In the same area, under existing contract provisions, 2,000 bricklayers, masons, and plasterers received a 15-cent increase to \$4.65 an hour; and 3,000 laborers received a 10-cent raise, bringing their hourly pay to \$3.45 an hour.

In the Philadelphia area, a new contract gave about 7,500 laborers employed by firms affiliated with the General Building Contractors Association a 10-cent hourly wage increase on May 1, 1961, and provides for another 10-cent raise a year later. The union has the option of applying all or part

of the second increase to welfare. The previous scale was \$2.60 an hour.

In the Washington, D.C., area, the Construction Contractors Council and the Carpenters Union on May 27 reached agreement on a 2-year contract for 5,000 carpenters, millwrights, and piledrivers. The contract did not provide for any wage increases but called for employer payments of 15 cents per man hour—7½ cents on September 1 of 1961, and May 1, 1962—to establish a pension fund. (Payments are actually to be incorporated into wage scales but will be deducted from workers' pay.)

The Pittsburgh Building and Construction Trades Council and the builder of middle-income housing development signed on May 31 a contract designed to lower housing costs through the use of laborsaving devices. The contract, signed with Cantranel, Inc., was intended to promote construction of a 230-unit project near Pittsburgh, sponsored by Action-Housing, Inc., a group formed to bring down housing costs for families with annual incomes of \$5,000 to \$8,000. It was the first large scale residential housing development (an eventual total of 1,400 homes) in the area to be built with union labor; hitherto, employment of organized trades was largely limited to construction of large apartment buildings and commercial and industrial structures. Among other provisions, the contract allows the builder and his subcontractors "the sole right" to decide on equipment to be used and methods of operation (including the right to use factory fabricated units), to hire nonunion labor if the unions affiliated with the council are unable to supply workmen within 72 hours of a job order, and to pay straight-time wages, instead of premium pay, for Saturday work if a full day's work is lost during the regular week because of bad weather. The unions also gave their pledges to eliminate jurisdictional strikes.

On May 18, 1961, the Chicago Dry Cleaners Association and a group of independent firms agreed to 2-year contracts with the Laundry, Dry Cleaning and Dye House Workers (Ind.) providing a package increase reported to be worth about 15 cents an hour for some 2,500 employees.

Wages are to be raised 10 cents an hour: 5 cents retroactive to April 1 (bringing wage scales to \$1.10-\$2) and 5 cents more on April 1, 1962. The balance of the package included improvements in vacation and in holiday pay eligibility.

Other Wage Actions. North American Aviation, Inc., on May 13, announced pay raises for about 23,000 nonunion salaried and technical employees in Los Angeles, Calif., Columbus, Ohio, Neosho, Mo., and McGregor, Tex. The increases amounted to 3 percent and applied to employees earning less than \$1,250 a month. The company also said it was putting into effect a 7-cent-an-hour raise for 20,000 nonunion hourly employees, the same as that provided under contracts negotiated with the company last year⁴ for some 31,000 unionized hourly workers (most of whom are represented by the United Automobile Workers).

Later in the month, the Northrop Corp. announced it was putting into effect on May 29 pay raises for 7,000 hourly employees. The increases amounted to 7 cents an hour for workers at the company's California facilities at Hawthorne (except 3 percent for electronics personnel), El Segundo, Palmdale, Anaheim, and Edwards Air Force Base. Northrop employees are not organized.

Union Developments

The presidents of the International Brotherhood of Teamsters, the International Longshoremen's Association, and the National Maritime Union on May 12 announced their commitment to sign a mutual assistance pact "aimed at promoting long-term stability and progress in the maritime segment of the transportation industry." The tentative agreement also emphasized that the IBT and the ILA would give the NMU "unqualified assurance of full support" to assure the successful conclusion of its negotiations with Atlantic and Gulf Coast shippers whose contracts with the NMU were scheduled to expire on June 15. However, on May 16, the ILA's executive committee repudiated the agreement. The AFL-CIO forbids formal alliances at the national level between its affiliates and unions that have been expelled from the Federation. The ILA was readmitted to the AFL-CIO nearly 2 years ago⁵

⁴ See *Monthly Labor Review*, July 1960, p. 735.

⁵ See *Monthly Labor Review*, November 1959, p. 1209.

on a provisional basis and can be expelled summarily by the AFL-CIO Executive Council. The ILA subsequently said it would continue to support the NMU in negotiations, independently of the Teamsters and in line with AFL-CIO policy.

The conflict between the Seafarers International Union and the National Maritime Union continued⁶ when, in mid-May, NMU President Joseph Curran announced the reactivation of the AFL-CIO Maritime Committee. The group consists of the NMU, the American Radio Association, and the United Steelworkers (representing crews of iron ore ships on the Great Lakes). The committee was reconstituted in opposition to the AFL-CIO Maritime Trades Department (headed by Paul Hall, who is also president of the SIU). The two groups had agreed to merge in September 1959, but terms of the amalgamation, according to the NMU, had never been fulfilled.⁷

Earlier in the month, Curran and Hall formally dissolved the International Maritime Workers Union, formed in a cooperative effort by the NMU and SIU in 1959 to organize seamen of ships flying "flags of convenience." Mr. Curran also said he was reactivating the NMU's licensed officers division.

The United Textile Workers of America and the Textile Workers Union of America tentatively agreed in early May to a mutual assistance pact. Under the pact, subsequently approved by the unions' executive councils, aid will be provided locals in the synthetic fiber industry faced with

demands for reductions in wages or fringe benefits. Their plan calls for an assessment of 25 cents a week per member of all locals in the industry if a strike is called against any company proposing such contractual decreases. UTW President George Baldanzi and TWUA Vice President Wesley Cook said there was a very real possibility that some companies might attempt such action in contract negotiations this summer.

James G. Cross, president of the Bakery and Confectionery Workers' International Union (Ind.), resigned from office on May 18, on the eve of a union trial charging him with misappropriation of union funds. He and Secretary-Treasurer Peter H. Olson were suspended by the union's General Executive Board in March.⁸ Mr. Olson had resigned his post on May 17. Mr. Cross' resignation was accepted by the BCW Executive Board which approved his application for a pension (estimated by the union to be between \$900 and \$1,100 a month) after he pledged his pension equity against any money he might be found to owe the union. Meanwhile, proceedings are pending in a Federal court for an accounting of all union funds handled by Mr. Cross, Mr. Olson, and other union officials. James Landriscina, acting president of the union, was named president by the Executive Board, and Lester P. Crawford was chosen secretary-treasurer.

⁶ See *Monthly Labor Review*, May 1961, pp. 532-533.

⁷ See *Monthly Labor Review*, November 1959, pp. 1208-1209.

⁸ See *Monthly Labor Review*, May 1961, p. 537.

Book Reviews and Notes

EDITOR'S NOTE.—*Listing of a publication in this section is for record and reference only and does not constitute an endorsement of point of view or advocacy of use.*

Special Reviews

The Impact of Collective Bargaining on Management. By Sumner H. Slichter, James J. Healy, E. Robert Livernash. Washington, The Brookings Institution, 1960. xv, 982 pp. \$8.75.

In 1955, the Brookings Institution requested the late Professor Sumner Slichter to revise his classic *Union Policies and Industrial Management*. Slichter secured the cooperation of two Harvard colleagues (E. Robert Livernash and James J. Healy) and several research assistants (Irwin Herrnstadt, Garth Mangum, R. Thayne Robson, and Benson Soffer) to carry out the study. It was published shortly after Slichter's death; he corrected manuscript on his deathbed.

The book is primarily directed to the question "How is the management of labor in American industry being affected by trade unions and collective bargaining?" To answer this question the authors first interviewed 650 individuals, representing 150 companies, 25 industry associations, and 40 unions. The final product is not limited to insights gained in fieldwork; it reflects a broad review of the vast literature in this field.

The volume examines practices and policies dealing with hiring, training, seniority, layoffs, promotions, work assignments, fringe benefits, job security, wage incentives, discipline, grievances, arbitration, and negotiations of union-management contracts. For each of these subjects the study analyzes both the impact of unions on the formation of policy and practice and the execution of the latter by management. In addition, several chapters are devoted to the effects of

unions upon management decisionmaking processes.

The authors hope that the study will help both management and labor. They concede, however, that the volume is designed mainly to aid management to operate successfully under conditions created by collective bargaining, where the interests of the union and management clash. The volume is by no means intended to serve management as a manual to combat unions.

Nevertheless, the authors are prone to emphasize the shortcomings of unions and to stress extreme abuses. Some examples may illustrate this point. The reader is left with the impression that the union shop is a restrictive factor in hiring because of high initiation fees, "which may be \$50, \$75, or even higher." There are sufficient data to indicate that only a few craft unions impose such high charges.

Similarly, racial discrimination in employment is described exclusively in terms of union bias. It would appear that in the absence of restrictive union policies there would not exist any employment discrimination. In making the case against racial discrimination by unions, the authors rely heavily upon NAACP charges, but fail to present the AFL-CIO replies. Moreover, no mention is made of the progress made by unions toward reducing racial discrimination.

The volume also lacks evidence of a human relations approach to labor-management relations. It analyzes the impact of unions in dollars and cents. The authors appear baffled by the fact the skilled unions are jealous over their job jurisdiction even during periods of full employment. They also show impatience with union objections to unilateral determinations by management in changing job content when it interferes with efficiency of operations, regardless of the effect that such changes may have upon employee morale. But is it so strange that unions try to protect a measure of participation in the determination of job content, even if it interferes with "efficiency?"

The conflict between efficiency and workers' rights is most evidenced in connection with work rules. The authors are on the side of greater productivity and condemn unions' insistence upon job rights. While they assert, in connection with this discussion, that they are concerned only with cases where unions deliberately limit output,

they fail to distinguish between work rules and make-work rules. On this major controversial issue in present-day collective bargaining, the study presents only the views of management, disregarding even scholarly research in this area.

Despite these few shortcomings, *The Impact of Unions Upon Collective Bargaining* is a monumental work. It constitutes a major and thoughtful contribution to the literature of labor-management relations. Some management-minded readers will find undue comfort in the volume. Union representatives may resent some of its judgments, but they cannot ignore those criticisms of improper union activities which are cogent and documented. Objective students will find that the study is a comprehensive review of collective bargaining practices and processes as they developed over the past two decades.

—SAR A. LEVITAN

The Johns Hopkins University

Collective Bargaining in the Basic Steel Industry:

A Study of the Public Interest and the Role of Government. By E. Robert Livernash and others. Washington, U.S. Department of Labor, 1961. 317 pp. \$1.25, Superintendent of Documents, Washington.

Since the general content of the "Steel Report," and particularly its conclusions, have been given wide publicity, only a brief reminder of the central thesis is necessary here. In the words of the report, "the public interest has not been seriously harmed by strikes in steel, or by steel collective bargaining agreements, despite common public opinion to the contrary." The sphere of "public interest" includes not merely the question of loss of production, in steel or in other sectors of the economy, but also the impact on wage trends and on inflation. The obvious corollary, in terms of public policy, is the recommendation of caution with respect to legislative changes designed to affect the present system.

These conclusions, so far as they go, seem to me quite sound. On the whole, moreover, they are supported, perhaps as well as they can be in the present state of research competence, by the underlying studies and the body of the report itself. Until something better comes along, I am prepared to accept the report as the best overview

of the situation and the best guide to policy. If the report can serve to counteract the all-too-prevalent practice, in both private and governmental circles, of flailing out in all directions at once, any criticisms—including those that follow in this review—may be safely disregarded.

This is not to say that there is no room for criticism, either with respect to presentation or substance. On the former score, the report exhibits both the gains and the losses that stem from multi-authorship. Probably no single author could have brought sufficient competence to the task of dealing with the entire terrain. On the other hand, collaboration has its costs. For one thing, the relevance of some of the chapters (specifically, chapter 2 and the chapters in Part III) to the central motifs is not made entirely clear. For another, the level of presentation tends to be uneven. Chapter 11, for example, has a strong tinge of preciosity, in contrast to the earthiness of chapter 8. To the extent that the report is viewed as a policy document, these characteristics may tend to detract from its impact.

The chapters dealing with wage trends and with the effects on steel prices and inflation will probably evoke the most skepticism. This reaction is almost inevitable, since these chapters address themselves to what is basically an insoluble problem: "What would have happened if" Whether or not one feels that the conclusions of these chapters have been properly phrased or hedged is to a considerable extent a matter of taste. My own preference would lie in the direction of a slightly more negative flavor. The evidence does not lend itself to the conclusion that serious effects have resulted from steel bargaining.

My final comments have to do with conclusions that might have been, but were not, drawn from the material presented in the report, perhaps because of constraints of tact and decency that need not be binding on the present reviewer.

The first comment has to do with the role that Government has played in steel disputes in the past. The record, as set forth in the report, is not appealing. Without for a moment ignoring or underestimating the political pressures that come into play, one can still regret the "itchiness" to intervene that seems to have manifested itself

on all too many occasions. Intervention seems clearly to have bred subsequent intervention. It is not out of the question that nonintervention could similarly breed subsequent nonintervention. In discussing the "arsenal of weapons" available to the Government, the report virtually ignores what may well be the most important of all the weapons: inaction. Such an evaluation, in my judgment, would not be inconsistent with the findings and general tenor.

The second comment concerns the posture and actions of the parties. The report comments favorably on the progress they have made in contract administration. The record has not been equally good in the area of contract negotiation. Perhaps it would have been better were it not for the omnipresence of Government. But the 1959 experience suggests at least one warning signal: Successful negotiation may require as a prerequisite a consensus with respect to the levels at which different issues are handled. This, to me, is the major moral of the 2B (work rules) controversy.

To end this review on the note with which it started: The report is a good job, and job that was well worth doing.

—DOUGLASS V. BROWN

School of Industrial Management
Massachusetts Institute of Technology

Labor in Finland. By Carl Erik Knoellinger. Cambridge, Mass., Harvard University Press, 1960. 300 pp. \$6.

Professor Knoellinger's book on the Finnish labor movement is a worthy and needed addition to that body of material dealing with social development in the Nordic countries. In successive steps the reader is taken from pre-World War I days, when Finland was an autonomous part of the Russian Empire, to the precarious neutrality of the post-World War II period. The author is particularly effective in his discussions of the struggling labor movement during the bitter years following the 1917 declaration of independence and the Finnish Civil War between "Whites" and "Reds." The Communist takeover of the Finnish Federation of Labor in the 1920's found its reaction in the Fascist Lapua movement of the 1930's, and labor and social democracy both suffered lean years. Although

Finland's two wars against the U.S.S.R. (1939-40, 1941-44) severely taxed all of Finland's resources, the labor movement emerged strongly fortified.

Throughout the book the author notes the basic differences between the Finns and their Scandinavian neighbors. He makes the very valid point that labor in Finland has historically been less mature than the labor movements in the other Nordic countries. Labor and politics in Finland go hand in hand, and Professor Knoellinger recognizes this fact as he leads the reader through the intricacies of Social Democrat-Communist in-fighting for control of the trade unions. The Communists in Finland have always been stronger in both the labor movement and Parliament than their Scandinavian counterparts, a fact which has made it difficult for Finns to "go the Scandinavian way." The Social Democratic labor organization (The Confederation of Finnish Trade Unions—SAK) started in 1930 with 15,000, went to 70,000 by 1938, reached a peak of 342,000 in 1947, and has dropped considerably since. The author discusses the organizational structure of both the SAK and The Finnish Employers' Confederation in some detail, but also devotes considerable attention to collective bargaining. Finland's agrarian, industrial, and economic problems are not neglected.

Between East and West, Finland's battlegrounds have shifted from military to labor and political strife. Splits in both the labor movement and the Social Democratic Party have seriously weakened the country's internal structure, a situation of growing concern. This study only goes to the spring of 1958, but the author in effect comes close to predicting the split in the SAK which occurred in late 1960. The Social Democrats have now formed a new national labor organization, the SAJ, to compete with the SAK, which has been taken over by the Communists in alliance with renegade leftwing Social Democrats. Professor Knoellinger's book, which should be required reading for students of labor in Scandinavia, will also serve to highlight the elements of conflict and turmoil which have steered Finns to fight hard for their continued independence.

—EILER R. COOK

Office of Northern European Affairs
U.S. Department of State

The Operation of the Right-To-Work Laws. By J. R. Dempsey, S.J. Milwaukee, Wis., Marquette University Press, 1961. 136 pp., bibliography. \$6.50.

In 1947, in a period of mounting public concern over reputed abuses of the burgeoning economic and political power of the American trade union movement, Congress enacted the Taft-Hartley Act. Eliminating the closed-shop provisions of its predecessor (the Wagner Act), the Taft-Hartley Act adopted the union shop as a permissible substitute. However, the union-shop provisions of the act are circumscribed by the proviso in section 14(b) that any State may by law prohibit agreements which require membership in a union as a condition of employment. Such laws, currently in force in 19 States, enjoy the euphemistic appellation of "right-to-work" laws.

The Operation of the Right-To-Work Laws, by Father J. R. Dempsey, offers a concise, informative study of the legal struggles over the past several years in State courts involved in the interpretation and application of these laws. Through the presentation of case law materials, the author, while generally avoiding editorial comment, demonstrates that the laws—touted by their proponents as an instrument to protect the "freedom of association" of the individual workingman from the "evil of compulsory unionism"—have frequently provided employers with an effective instrument for resisting union organization. While such laws typically purport to protect individual workingmen from discrimination because of membership or nonmembership in a union, Father Dempsey also shows that it is extremely difficult in some States for a union member to obtain the protection nominally afforded by the legislation.

Congressional policy, as enunciated in both the Wagner and the Taft-Hartley Acts, is that industrial peace can best be maintained through the instrument of collective bargaining. In the Taft-Hartley Act, however, Congress authorized the States to qualify that instrument through the enactment of right-to-work laws. Father Dempsey has afforded us some insights of the impact of such laws on the Federal policy.

—NORMAN L. HOLMES
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U.S. Department of Labor

The Question of Government Spending: Public Needs and Private Wants. By Francis M. Bator. New York, Harper & Brothers, 1960. 167 pp. \$3.75.

The argument of this book is neutral with respect to the question of public spending—i.e., it is consistent with a judgment that public spending ought to be more than it is or less than it is. The impact of the argument, however, is anything but neutral; for the effect is to undermine constraints on government expenditures.

"Stop inflation," Bator finds, for example, has not proved a sufficient or even relevant guidepost to policy, and in any case, it may be easier (at least no more difficult) to control inflation where government expenditures are relatively high than where they are relatively low. Has public spending meant we have skimmed on private expenditures? Federal expenditures for defense have grown markedly. So have nonexhaustive transfer payments; these, however, redistribute income while leaving expenditures to private choice. But combined Federal, State, and local purchases of nondefense goods and services, on a per capita or household basis, in constant dollars, have increased little since 1929 and are unchanged since 1939. In the meantime economic growth has added substantially to real private consumption and investment. Have Federal expenditures encroached on State-local functions? Quantitatively, at least, State expenditures have shown a strong propensity to grow. Exclusive of defense expenditures, the Federal share of public purchases was 8.1 percent in 1929 and 12.2 percent in 1957.

The core of Bator's analysis is a restatement of welfare economics, running from Smith through Mill, Marshall, and Pigou, to Samuelson, often treated as an addendum to the main body of theory. Under specified assumptions the market, viewed as an information handling mechanism, results in an efficient allocation of resources. But where technology gives rise to increasing returns, with marginal costs undercutting unit costs, there are many nonmarket possibilities for making some people better off without hurting others. Especially is this true in the case of activities with strong public quality. "Private producers will cut bait not only where there are no fish; they will pass up what may be the best fishing around. To

equate the scuttling of activities which lose money with correction of mistakes is to miss what the public good problem is all about" Bator's response to the argument that inefficient markets are in any case preferable to inefficient government, is that this is like taking a train to New Orleans when you want to go to New York.

If we need both public goods and private goods, how do we decide what resources to allocate to each? The author admits it is easier to point out what is wrong with bad rules than to suggest good ones. Economists, apparently, cannot give legislators, who must sweat out public choices, too

much help. Thus the choice between public and private expenditures calls for political leadership and political debate. It is no accident that the question of public spending is now at the forefront of political issues. ". . . our taste for 'private' things, which do not lack for articulators, is likely to dominate" unless "the communal stake in defense, foreign aid, public health, pure research, education, urban renewal, and the like is articulated with precision and force."

—CHARLES D. STEWART

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Education and Training

National Apprenticeship and Training Standards for the Stained Glass Industry. Washington, U.S. Department of Labor, Bureau of Apprenticeship and Training, 1960. vii, 20 pp.

The Nature of Current Training Function Activities. By Harry S. Belman and John E. Blik. (In *Journal of the American Society of Training Directors*, New York, February 1961, pp. 31-46. \$1.)

The White House Conference on Aging: Some Implications for Adult Vocational Counseling. By Earl T. Klein. (In *Occupational Outlook Quarterly*, U.S. Department of Labor, Bureau of Labor Statistics, Washington, May 1961, pp. 23-27. 30 cents, Superintendent of Documents, Washington.)

Programmed Learning—Evolving Principles and Industrial Applications. Edited by Jerome P. Lysaught. Ann Arbor, Mich., Foundation for Research on Human Behavior, 1961. 179 pp. \$3.

Suggested Techniques in Preparing Programmed Learning. By David O. Weaver. (In *Journal of the American Society of Training Directors*, New York, May 1961, pp. 28-32. \$1.)

Needed: More Factory Classrooms! By Albert L. Ayars. (In *American Child*, National Committee on Employment of Youth, New York, May 1961, pp. 9-14.)

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Trends in Employee Benefits—An Analysis of Relevant Issues. New York, Industrial Relations Counselors, Inc., 1961. 29 pp. (Industrial Relations Memo 137.) \$1.50.

Rest Periods, Washup, Work Clothing, and Military Leave Provisions in Major Union Contracts. Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1961. 32 pp. (Bull. 1279.) 30 cents, Superintendent of Documents, Washington.

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Health Services for Government Employees. By Walter J. Gerstle, M.D. (In *Public Health Reports*, U.S. Department of Health, Education, and Welfare, Public Health Service, Washington, March 1961, pp. 185-188. 55 cents.)

Shift Work, A Hazard to Health? By William A. Hogg. (In *Medical Bulletin*, Standard Oil Co. of New Jersey, New York, March 1961, pp. 2-21.)

Occupational Disease in California Attributed to Pesticides and Agricultural Chemicals, 1959. Berkeley, California State Department of Public Health, Bureau of Health Education, 1961. 30 pp. Free limited distribution.

Accident Prevention—A Workers' Education Manual. Geneva, International Labor Office, 1961. 182 pp., bibliography. 75 cents. Distributed in United States by Washington Branch of ILO.

Symposium: Determination, Evaluation, and Rating of Disabilities—United Kingdom, Sweden, Guatemala, United States. (In *Industrial Medicine and Surgery*, Chicago, February 1961, pp. 45-63. \$1.25.)

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Labor Relations in Hospitals: The Laws Governing Labor-Management Relations in Michigan Hospitals. By Hyman Parker; *Ten Steps to Better Personnel Management.* By George Odiorne. Ann Arbor, University of Michigan, School of Business Administration, Bureau of Hospital Administration, 1960. 34 pp. 50 cents.

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Transit and Arbitration: A Decade of Decisions. By Theodore W. Kheel; *The Path to Transit Peace.* By J. K. Turcott. Englewood Cliffs, N.J., Prentice-Hall, Inc., 1960. 602 pp. \$22.

Unilateral Union Control of Hiring Halls: The Wrong and the Remedy. (In *Yale Law Journal*, New Haven, Conn., March 1961, pp. 661-684. \$2.50.)

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Employment in the Soviet Economy: An Interim Solution to a Puzzle. By G. Warren Nutter. (In *Soviet Studies*, University of Glasgow, Department for the Study of the Social and Economic Institutions of the U.S.S.R., Glasgow, April 1961, pp. 376-393. 12s. 6d., Basil Blackwell, Oxford, England.)

Manpower Requirements in Electronics Manufacturing—Outlook to 1984 in the New York Metropolitan Area. New York, State Department of Labor, Bureau of Research and Statistics, Division of Employment, 1960. 154 pp.

Ten-Year Objectives in Higher Education Staffing, 1960-61 Through 1969-70. (In *Higher Education*, U.S. Department of Health, Education, and Welfare, Office of Education, Washington, February-March 1961, pp. 3-14. 20 cents.)

Effects of Automation on Employment and Manpower Planning. By Charles C. Killingsworth. East Lansing, Michigan State University, Labor and Industrial Relations Center, 1960. 9 pp. (Reprint Series, 37.) Single copies free.

Distressed Areas in a Growing Economy. New York, Committee for Economic Development, 1961. 74 pp. \$1.

The Appalachian Region: A National Problem Area. By David A. Grossman and Melvin R. Levin. (In *Land Economics*, University of Wisconsin, Madison, May 1961, pp. 133-141.)

Occupational Histories of Married Women Working for Pay in Eight Canadian Cities. Ottawa, Canadian Department of Labor, 1960. 74 pp. 25 cents, Queen's Printer, Ottawa.

Unemployment, Full Employment and India. By Nabagopal Das. London, Asia Publishing House, 1960. 94 pp., bibliography. 3d ed. \$2.95, Taplinger Publishing Co., Inc., New York.

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The Rise of the Latin American Labor Movement. By Moisés Poblete Troncoso and Ben G. Burnett. New York, Bookman Associates, 1960. 179 pp., bibliography. \$5.

Union Growth Reconsidered: A Critical Analysis of Recent Growth Theories. By Julius Reizler. New York, Kossuth Foundation, Inc., 1961. 32 pp. \$1.50.

Register of Reporting Labor Organizations, June 30, 1960: Part V, Northeastern States (Including the District of Columbia). Washington, U.S. Department of Labor, Bureau of Labor-Management Reports, 1961. pp. xviii, 289-493. 60 cents, Superintendent of Documents, Washington.

Legislative History of the "Bill of Rights" for Union Members. By Stuart Rothman. (In *Minnesota Law Review*, Minneapolis, December 1960, pp. 199-228. \$2.)

Equality and the Unions. By Harry Fleischman. (In *Religion and Labor*, Religion and Labor Council of America, Columbus, Ohio, February 1961, pp. 1-3, 5, et seq.)

Industrial and Geographic Distribution of Union Membership in Canada, 1960. (In *Labor Gazette*, Canadian Department of Labor, Ottawa, April 1961, pp. 342-348. 50 cents; 25 cents in Canada.)

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The Employment Interview. By Milton M. Mandell. New York, American Management Association, 1961. 110 pp. (Research Study 47.) \$4.50; \$3 to AMA members.

Employee Performance Appraisal Re-examined. By Clifford E. Jurgensen, Felix M. Lopez, Jr., Kenneth E. Richards. Chicago, Public Personnel Association, [1961]. 29 pp. (Personnel Report 613.) \$2.50.

Following Up Attitude Survey Findings. By Stephen Habbe. New York, National Industrial Conference Board, Inc., 1961. 78 pp. (Personnel Policy Study 181.)

Motivating the Organization Man. By Fremont E. Kast. (In *Business Horizons*, Indiana University, School of Business, Bloomington, Spring 1961, pp. 55-60. \$2.)

Management Guide to Applied Industrial Psychology. By Bernard T. Lewis and William W. Pearson. New York, John F. Rider Publisher, Inc., 1960. 74 pp. (Industrial Management Series, 275-4.) \$1.50.

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Occupational Wage Survey: San Francisco-Oakland, Calif., January 1961 (Bull. 1285-36, 28 pp.); *Detroit, Mich., January 1961* (Bull. 1285-37, 30 pp.); *Columbus, Ohio, January 1961* (Bull. 1285-38, 24 pp.); *Minneapolis-St. Paul, Minn., January 1961* (Bull. 1285-39, 28 pp.); *Pittsburgh, Pa., January 1961* (Bull. 1285-44, 28 pp.); *New Orleans, La., March 1961* (Bull. 1285-48, 26 pp.); *Louisville, Ky.-Ind., February 1961* (Bull. 1285-49, 24 pp.); *Toledo, Ohio, March 1961* (Bull. 1285-50, 24 pp.). Washington, U.S. Department of Labor, Bureau of Labor Statistics, 1961. 25 cents each. Available from Superintendent of Documents, Washington.

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- Productivity and Wage Settlements.* Washington, Chamber of Commerce of the United States, 1961. 14 pp. 50 cents.
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Current Labor Statistics

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¹ This table is included in the January, April, July, and October issues of the Review.

NOTE: The following applies, with a few exceptions, to the statistical series published in the Current Labor Statistics section: (1) The source is the U.S. Department of Labor, Bureau of Labor Statistics, (2) a description of each series may be found in Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1168 (1954), and (3) the scope of coverage is the United States without Alaska and Hawaii. Exceptions are noted on the tables.

A.—Employment

TABLE A-1. Estimated total labor force classified by employment status, hours worked, and sex

(In thousands)

	Estimated number of persons 14 years of age and over ¹																	
Employment status	1961								1960								Annual average	
	May	Apr.	Mar.	Feb.	Jan. ²	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1959	1958			
	Total, both sexes																	
Total labor force.....	74,059	73,216	73,540	72,894	72,361	73,079	73,746	73,592	73,672	74,551	75,215	75,499	73,171	71,946	71,284			
Civilian labor force.....	71,546	70,696	71,011	70,390	69,837	70,549	71,213	71,069	71,155	72,070	72,706	73,002	70,667	69,394	68,647			
Unemployment.....	4,708	4,962	5,495	5,705	5,355	4,540	4,081	3,579	3,388	3,788	4,017	4,423	3,459	3,813	4,681			
Unemployment rate, seasonally adjusted ³	6.9	6.8	6.9	6.8	6.6	6.8	6.3	6.4	5.7	5.9	5.4	5.5	4.9	5.5	6.8			
Unemployed 4 weeks or less.....	1,672	1,600	1,729	2,063	2,200	2,107	1,840	1,637	1,655	1,667	1,871	2,654	1,638	1,658	1,833			
Unemployed 5-10 weeks.....	851	827	1,097	1,408	1,281	964	847	689	603	924	1,033	695	644	778	959			
Unemployed 11-14 weeks.....	330	407	806	610	564	424	357	260	325	351	278	259	296	335	438			
Unemployed 15-26 weeks.....	1,008	1,205	1,063	950	696	516	488	492	388	402	418	420	509	469	785			
Unemployed over 26 weeks.....	907	923	799	674	643	499	499	500	417	414	416	396	411	571	667			
Employment.....	66,778	65,734	65,516	64,655	64,452	66,009	67,152	67,499	67,767	68,282	68,689	68,579	67,208	65,581	63,966			
Nonagricultural.....	61,284	60,734	60,539	59,947	59,818	61,059	61,516	61,244	61,179	61,826	61,806	61,722	61,371	59,745	58,122			
Worked 35 hours or more.....	47,927	47,650	47,301	46,341	47,132	47,675	41,598	47,545	46,247	45,380	47,579	47,879	45,594	45,068	44,873			
Worked 15-34 hours.....	7,533	7,536	7,522	8,362	7,414	8,044	14,454	8,371	7,247	6,806	6,886	7,231	7,203	8,531	7,524			
Worked 1-14 hours.....	3,858	3,736	3,900	3,722	3,483	3,589	3,687	3,369	3,142	2,535	2,702	2,921	3,878	3,172	3,047			
With a job but not at work ⁴	1,916	1,811	1,816	1,933	1,789	1,752	1,746	1,957	2,008	6,737	7,136	3,691	1,997	2,974	2,876			
Agricultural.....	5,544	5,000	4,977	4,708	4,634	4,950	5,666	6,247	6,588	6,454	6,865	6,856	5,837	5,336	5,844			
Worked 35 hours or more.....	3,700	3,139	3,122	2,842	2,745	3,015	3,666	4,256	4,789	4,596	4,967	4,874	4,129	3,852	3,822			
Worked 15-34 hours.....	1,341	1,200	1,185	1,121	1,126	1,163	1,341	1,447	1,314	1,363	1,371	1,492	1,254	1,356	1,361			
Worked 1-14 hours.....	393	453	432	505	507	535	492	398	262	368	403	408	366	442	487			
With a job but not at work ⁴	111	209	228	240	256	237	167	106	123	187	155	82	89	186	199			
	Males																	
Total labor force.....	49,753	49,299	49,309	49,109	49,031	49,186	49,506	49,455	49,570	50,678	50,998	50,949	49,337	49,081	48,802			
Civilian labor force.....	47,272	46,812	46,812	46,608	46,539	46,688	47,005	46,964	47,085	48,229	48,521	48,484	46,965	46,502	46,197			
Unemployment.....	3,053	3,270	3,709	3,887	3,717	3,092	2,496	2,200	2,082	2,400	2,504	2,096	2,184	2,473	3,155			
Employment.....	39,686	39,244	38,545	38,627	38,796	39,337	39,881	39,809	39,000	45,803	45,829	46,017	45,788	44,089	43,042			
Nonagricultural.....	33,286	32,895	32,506	31,531	32,098	32,588	29,346	33,196	33,559	32,558	32,201	33,718	33,681	31,715	31,360			
Worked 35 hours or more.....	3,603	3,629	3,609	4,356	3,534	3,806	7,993	4,098	3,440	3,203	3,300	3,551	3,384	4,405	2,736			
Worked 15-34 hours.....	1,638	1,596	1,624	1,552	1,460	1,472	1,424	1,322	1,291	1,044	1,091	1,193	1,052	1,378	1,329			
With a job but not at work ⁴	1,160	1,123	1,107	1,188	1,105	1,173	1,120	1,292	1,611	3,799	4,026	1,999	1,237	1,840	1,784			
Agricultural.....	4,532	4,268	4,258	4,094	4,027	4,259	4,629	4,855	5,103	5,228	5,399	5,325	4,749	4,749	4,802			
Worked 35 hours or more.....	3,325	2,889	2,849	2,609	2,530	2,747	3,280	3,676	4,016	3,936	4,247	4,232	3,705	3,421	3,413			
Worked 15-34 hours.....	843	831	841	832	813	839	843	786	725	857	745	724	695	823	867			
Worked 1-14 hours.....	259	384	358	438	450	455	399	294	257	265	278	296	273	336	353			
With a job but not at work ⁴	96	194	213	217	233	217	156	99	106	167	129	73	75	170	179			
	Females																	
Total labor force.....	24,306	23,916	24,232	23,785	23,330	23,893	24,240	24,125	24,102	23,872	24,217	24,550	23,835	22,865	22,482			
Civilian labor force.....	24,274	23,884	24,199	23,752	23,296	23,861	24,208	24,106	24,070	23,841	24,185	24,518	23,803	22,832	22,451			
Unemployment.....	1,734	1,692	1,786	1,818	1,699	1,448	1,536	1,379	1,307	1,388	1,513	1,727	1,276	1,340	1,526			
Employment.....	22,540	22,192	22,413	21,934	21,697	22,413	22,672	22,726	22,763	22,453	22,672	22,791	22,527	21,492	20,924			
Nonagricultural.....	21,549	21,490	21,905	21,321	21,023	21,722	21,536	21,333	21,279	21,224	21,187	21,290	21,439	20,405	19,924			
Worked 35 hours or more.....	14,641	14,754	14,794	13,809	14,434	14,788	12,255	14,347	14,724	15,606	13,178	14,160	14,786	13,352	13,453			
Worked 15-34 hours.....	3,930	3,907	3,913	4,596	3,880	4,238	6,490	4,272	3,807	3,105	3,287	3,680	3,819	4,126	3,589			
Worked 1-14 hours.....	2,220	2,141	2,276	2,170	2,023	2,117	2,264	2,047	1,851	1,491	1,611	1,728	2,075	1,794	1,718			
With a job but not at work ⁴	756	688	709	744	684	579	626	665	897	2,939	3,110	1,691	759	1,134	1,068			
Agricultural.....	991	701	718	615	607	692	1,037	1,392	1,485	1,229	1,485	1,531	1,088	1,087	1,042			
Worked 35 hours or more.....	375	280	273	235	215	268	406	620	773	599	707	643	424	431	414			
Worked 15-34 hours.....	499	369	354	289	314	324	497	861	896	806	625	768	558	533	504			
Worked 1-14 hours.....	103	69	76	67	57	80	123	104	105	103	125	112	93	106	104			
With a job but not at work ⁴	14	15	15	24	22	20	11	7	16	20	28	9	14	17	20			

¹ Estimates are based on information obtained from a sample of households and are subject to sampling variability. Data relate to the calendar week ending nearest the 15th day of the month. The employed total includes all wage and salary workers, self-employed persons, and unpaid workers in family-operated enterprises. Persons in institutions are not included.

² Because of rounding, sums of individual items do not necessarily equal totals.

³ Beginning in 1960, data include Alaska and Hawaii and are therefore not directly comparable with earlier data. The levels of the civilian labor force, the employed, and nonagricultural employment were each increased by more than 200,000. The estimates for agricultural employment and unemployment were affected so slightly that these series can be regarded as entirely comparable with pre-1960 data.

⁴ Unemployment as a percent of labor force.

⁵ Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute. Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

NOTE: For a description of these series, see Explanatory Notes (in Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics current issues).

TABLE A-2. Employees in nonagricultural establishments, by industry¹

[In thousands]

Industry	1961					1960								Annual average	
	May ¹	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1959	1958
Total employees.....	52,298	51,825	51,397	51,090	51,437	53,310	53,133	53,391	53,496	53,062	52,923	53,309	52,937	51,978	50,543
Mining.....	632	623	622	620	629	641	647	656	663	672	655	681	677	676	721
Metal.....	86.6	85.3	85.9	85.5	86.4	90.4	90.0	92.6	93.7	94.9	94.5	96.7	96.1	80.1	93.1
Iron.....	27.2	27.5	27.0	27.0	28.7	29.7	29.4	32.4	32.9	34.1	34.2	35.3	35.3	27.2	30.8
Copper.....	30.5	30.5	30.6	32.4	32.4	32.6	32.6	32.4	32.3	32.0	31.1	31.9	31.3	22.3	28.6
Lead and zinc.....	10.2	10.3	10.4	10.6	10.4	10.4	10.1	9.8	10.4	10.7	11.1	11.4	11.9	12.3	12.9
Anthracite.....	9.2	8.4	9.8	9.8	9.8	9.8	10.9	11.9	11.8	11.3	10.7	11.8	12.2	16.3	20.3
Bituminous coal.....	136.5	136.5	139.8	142.1	141.8	144.9	147.0	150.0	151.4	155.6	140.5	164.2	167.2	168.1	195.2
Crude-petroleum and natural-gas production.....	284.7	284.3	282.3	284.0	286.2	284.7	284.8	288.9	291.6	291.6	291.6	291.6	286.2	300.8	302.6
Petroleum and natural-gas production (except contract services).....	168.2	169.0	169.5	170.5	171.5	171.9	172.4	176.2	177.8	178.4	177.0	174.2	180.6	188.0	188.0
Nonmetallic mining and quarrying.....	111.4	107.5	103.6	100.7	104.0	100.2	114.3	117.1	117.4	118.3	117.9	116.8	115.7	110.7	109.3
Contract construction.....	2,755	2,613	2,414	2,364	2,385	2,532	2,847	3,006	3,069	3,130	3,098	2,977	2,830	2,767	2,648
Nonbuilding construction.....	513	432	396	418	465	566	620	638	691	691	659	643	584	584	569
Highway and street construction.....	233.0	183.4	159.3	173.0	201.8	271.6	307.7	314.0	322.9	320.1	315.0	284.2	271.2	258.0	258.0
Other nonbuilding construction.....	279.5	248.3	236.2	244.6	263.6	294.0	312.6	323.9	338.0	338.7	328.1	310.1	312.7	313.2	313.2
Building construction.....	2,100	1,982	1,868	1,967	2,087	2,281	2,386	2,431	2,409	2,439	2,394	2,296	2,183	2,079	2,079
General contractors.....	698.6	651.9	611.5	645.8	698.8	774.4	809.6	836.7	857.2	857.9	816.8	774.2	757.9	750.6	750.6
Special-trade contractors.....	1,401.4	1,330.1	1,256.6	1,314.7	1,388.2	1,506.3	1,575.9	1,594.5	1,551.6	1,581.7	1,580.0	1,517.6	1,461.9	1,424.7	1,328.6
Plumbing and heating.....	298.8	292.7	289.8	298.8	305.7	312.4	319.5	327.3	321.6	315.5	311.3	304.2	310.5	303.6	303.6
Painting and decorating.....	213.6	189.5	166.9	175.6	196.1	221.6	234.6	245.1	235.0	251.6	234.2	222.0	201.4	189.6	189.6
Electrical work.....	171.0	173.1	175.1	180.9	188.7	193.9	199.3	202.2	204.7	199.6	187.9	176.5	174.2	173.2	173.2
Other special-trade contractors.....	718.0	673.8	624.8	659.4	697.7	778.4	822.5	819.9	827.8	813.9	784.2	759.2	738.6	682.3	682.3
Manufacturing.....	5,683	5,529	5,497	5,473	5,580	5,536	5,629	5,613	5,606	5,596	5,596	5,620	5,620	5,618	5,468
Durable goods.....	3,995	3,835	3,806	3,804	3,902	3,905	3,935	3,935	3,935	3,935	3,935	3,935	3,935	3,935	3,743
Nondurable goods.....	6,688	6,674	6,691	6,669	6,678	6,631	6,694	6,671	6,671	6,661	6,661	6,685	6,685	6,685	6,725
Durable goods.....	153.5	152.9	153.3	153.2	152.9	152.7	151.5	148.9	150.2	149.8	149.0	149.6	149.4	141.7	129.7
Ordinance and accessories.....	607.7	584.4	563.1	560.7	573.2	583.4	613.5	648.9	665.6	674.6	674.2	685.9	680.7	658.0	621.7
Lumber and wood products (except furniture).....	86.3	78.8	79.9	88.1	89.2	89.2	102.5	119.3	122.1	118.5	122.0	136.1	136.5	96.7	86.2
Sawmills and planing mills.....	280.6	271.9	270.5	274.0	279.3	292.7	304.4	313.3	321.8	320.1	324.8	318.1	319.9	311.0	311.0
Millwork, plywood, and prefabricated structural wood products.....	123.5	119.4	117.5	118.8	121.8	123.0	127.8	131.1	133.2	131.8	132.0	132.7	139.1	127.1	127.1
Wooden containers.....	39.8	39.0	38.9	38.7	39.4	40.6	41.7	42.4	43.6	43.9	44.8	44.8	44.0	44.7	44.7
Miscellaneous wood products.....	54.2	54.0	53.9	53.6	53.7	54.7	55.7	56.7	57.5	56.4	57.2	56.6	56.3	52.7	52.7
Furniture and fixtures.....	367.7	368.4	366.4	365.4	373.3	384.5	391.9	393.0	392.1	392.1	385.0	391.0	388.3	384.0	357.9
Household furniture.....	268.7	265.6	265.4	262.9	268.3	276.7	281.7	281.8	281.1	281.1	278.0	279.9	279.6	279.3	257.1
Office, public-building and professional furniture.....	46.0	46.0	45.8	46.2	46.9	48.1	49.5	50.2	49.7	48.7	49.4	48.3	46.1	43.8	43.8
Partitions, shelving, lockers, and fixtures.....	32.0	33.5	33.5	33.5	34.3	35.4	36.5	37.0	37.5	37.1	37.1	35.7	34.4	34.4	34.4
Screens, blinds, and miscellaneous furniture and fixtures.....	21.7	21.3	21.7	22.9	23.8	24.3	24.2	24.3	23.8	24.2	24.6	24.8	24.2	22.5	22.5
Stone, clay, and glass products.....	527.1	515.7	507.1	500.4	505.4	522.4	536.9	547.9	553.3	558.0	557.3	562.6	558.1	550.4	514.5
Flat glass.....	26.3	27.4	27.4	29.5	30.9	29.7	30.6	30.3	29.8	30.0	30.5	30.8	32.7	27.3	27.3
Glass and glassware, pressed or blown.....	103.7	102.9	101.3	99.1	102.2	104.5	106.0	108.5	107.2	106.9	109.8	109.9	100.2	95.8	95.8
Glass products made of purchased glass.....	15.7	16.0	16.4	16.3	17.4	17.5	17.4	17.2	17.0	16.4	16.5	16.8	18.0	16.3	16.3
Cement, hydraulic.....	38.1	35.8	34.7	36.2	37.6	39.1	40.7	41.9	42.9	43.2	43.0	42.1	41.7	42.0	42.0
Structural clay products.....	66.6	64.4	62.0	63.4	67.0	70.3	72.1	73.8	75.6	75.2	75.7	76.0	75.8	73.1	73.1
Pottery and related products.....	43.3	43.1	43.4	43.4	43.8	43.8	45.8	47.0	47.4	47.6	47.8	49.1	48.8	45.1	43.9
Concrete, gypsum, and plaster products.....	110.8	108.0	106.1	107.0	110.6	114.7	117.5	118.2	120.5	120.1	123.0	118.5	117.8	108.8	108.8
Cut-stone and stone products.....	17.7	17.2	17.0	16.9	17.7	18.1	18.5	18.7	18.6	17.8	18.4	18.1	18.1	18.1	18.3
Miscellaneous nonmetallic mineral products.....	93.5	92.3	92.1	93.6	95.2	97.2	98.1	99.3	98.8	98.9	99.6	100.1	98.3	89.3	89.3
Primary metal industries.....	1,083.4	1,063.6	1,061.8	1,049.3	1,059.3	1,074.2	1,095.1	1,118.1	1,133.3	1,142.1	1,156.1	1,203.1	1,224.9	1,137.7	1,104.4
Blast furnaces, steel works, and rolling mills.....	500.5	488.6	482.3	479.7	484.7	499.0	515.3	524.6	540.3	549.0	580.0	606.5	622.0	638.7	638.7
Iron and steel foundries.....	199.7	200.4	201.6	206.8	211.2	213.9	216.6	219.2	218.4	220.7	226.8	228.5	223.9	197.4	197.4
Primary smelting and refining of nonferrous metals.....	52.8	53.3	54.1	55.8	56.1	56.2	56.6	57.4	58.7	59.1	59.2	58.6	52.2	56.2	56.2
Secondary smelting and refining of nonferrous metals.....	11.3	11.3	11.2	11.6	11.8	11.8	12.0	12.3	12.2	11.8	11.9	12.1	12.2	11.5	11.5
Rolling, drawing, and alloying of nonferrous metals.....	108.9	107.9	108.0	108.7	110.4	110.6	112.0	112.4	112.3	111.3	113.5	112.2	115.8	108.5	108.5
Nonferrous foundries.....	54.9	55.0	55.9	57.3	58.7	59.2	60.7	60.8	60.6	60.1	61.6	61.1	64.5	57.7	57.7
Miscellaneous primary metal industries.....	135.5	135.3	136.2	139.7	141.3	144.4	144.9	146.6	144.8	145.1	150.1	151.0	146.8	139.4	139.4

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	1961					1960								Annual average	
	May ²	Apr. ³	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1959	1958
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Fabricated metal products (except ordnance, machinery, and transportation equipment).....	1,025.3	1,000.3	987.8	993.8	1,012.6	1,036.7	1,061.3	1,078.9	1,081.0	1,064.9	1,063.2	1,086.3	1,080.8	1,069.0	1,029.9
Tin cans and other tinware.....	57.9	56.8	55.5	54.3	55.5	55.5	55.9	57.8	61.3	63.9	63.5	63.6	62.2	59.6	58.2
Cutlery, handtools, and hardware.....	120.7	123.4	123.1	128.1	130.8	132.5	132.6	131.2	128.7	126.9	132.2	133.0	134.2	128.3	128.3
Heating apparatus (except electric) and plumbers' supplies.....	106.6	105.3	104.4	104.7	107.6	109.5	112.9	113.6	113.8	114.6	115.9	116.0	116.6	106.3	106.3
Fabricated structural metal products.....	274.7	270.6	271.4	274.8	283.7	289.6	294.6	295.8	298.1	294.8	293.1	287.7	285.3	308.0	308.0
Metal stamping, coating, and engraving.....	214.4	207.2	210.7	220.1	228.2	237.2	240.9	238.2	233.2	235.8	236.3	236.5	230.1	210.7	210.7
Lighting fixtures.....	45.5	45.5	46.2	46.6	48.4	49.4	49.9	49.7	47.6	47.1	49.1	48.1	49.2	44.7	44.7
Fabricated wire products.....	51.0	49.8	50.7	51.2	52.3	53.6	55.0	53.6	54.8	54.6	56.6	57.4	56.5	52.4	52.4
Miscellaneous fabricated metal products.....	129.5	129.2	129.8	130.3	130.2	133.6	135.2	133.6	134.8	135.9	139.5	139.9	137.5	128.3	128.3
Machinery (except electrical).....	1,576.8	1,577.6	1,573.9	1,575.8	1,572.7	1,579.0	1,583.2	1,585.4	1,605.1	1,615.2	1,635.3	1,658.6	1,680.9	1,611.7	1,501.2
Engines and turbines.....	97.4	96.3	96.3	97.0	98.0	97.8	96.0	99.3	99.8	100.2	101.3	103.2	103.1	93.1	93.1
Agricultural machinery and tractors.....	156.1	153.9	151.3	146.3	143.2	138.7	139.1	139.6	144.0	145.5	148.8	149.3	157.0	136.9	136.9
Construction and mining machinery.....	113.3	112.3	112.6	111.7	111.5	112.9	116.6	119.2	121.6	125.6	127.6	130.3	129.9	122.0	122.0
Metalworking machinery (except special-industry machinery).....	244.3	245.0	245.7	245.4	246.2	246.6	247.9	249.7	250.8	258.4	264.8	263.5	238.7	223.7	223.7
General industrial machinery.....	171.3	172.1	173.3	173.3	174.8	175.5	176.0	176.3	176.4	178.2	178.0	176.5	165.5	156.6	156.6
Office and store machines and devices.....	211.7	212.1	213.0	215.2	218.1	221.0	222.9	226.7	228.0	228.5	230.8	230.3	225.3	220.1	220.1
Service-industry and household machines.....	143.1	142.2	142.7	142.7	142.6	142.7	142.3	142.0	140.8	140.6	140.4	138.9	132.7	124.9	124.9
Miscellaneous machinery parts.....	188.7	184.0	183.3	180.5	179.5	180.4	173.5	180.0	179.7	186.6	192.6	196.8	184.9	168.9	168.9
Electrical machinery.....	256.7	256.0	257.6	260.6	265.1	267.6	271.1	272.3	274.1	273.7	274.3	272.6	275.5	252.0	252.0
Electrical generating, transmission, distribution, and industrial apparatus.....	1,292.0	1,284.2	1,288.6	1,292.0	1,297.9	1,300.4	1,320.5	1,284.9	1,326.7	1,308.0	1,292.4	1,297.0	1,289.6	1,241.6	1,118.8
Electrical appliances.....	404.9	404.6	405.3	407.6	409.1	409.2	387.3	416.9	415.8	414.3	413.6	414.8	402.1	373.5	373.5
Insulated wire and cable.....	37.4	37.3	36.2	35.7	37.3	41.4	40.1	40.2	38.4	38.7	39.3	38.9	37.7	34.0	34.0
Electrical equipment for vehicles.....	27.8	28.4	28.2	28.4	28.9	29.2	29.0	28.3	27.8	27.0	28.5	28.6	28.1	25.4	25.4
Electric lamps.....	63.7	65.3	67.0	69.8	72.4	72.9	72.9	72.6	67.9	69.7	71.3	70.9	69.8	61.8	61.8
Communication equipment.....	26.0	26.2	26.7	27.2	27.7	28.0	23.6	28.1	28.7	28.2	29.1	29.5	27.6	24.4	24.4
Miscellaneous electrical products.....	677.5	679.5	681.7	681.9	676.9	690.6	684.1	690.9	680.2	664.9	665.7	658.0	627.2	551.4	551.4
Transportation equipment.....	46.9	47.3	46.9	47.3	48.1	49.2	47.9	49.8	49.2	49.6	49.5	48.9	49.1	45.7	45.7
Motor vehicles and equipment.....	1,534.6	1,491.1	1,499.4	1,498.1	1,555.1	1,611.5	1,631.0	1,629.8	1,620.0	1,624.8	1,590.7	1,607.9	1,602.8	1,670.8	1,602.8
Aircraft and parts.....	652.6	655.3	657.9	663.3	667.9	711.7	783.5	767.2	760.3	745.6	754.7	785.0	781.6	630.8	630.8
Aircraft engines and parts.....	363.9	367.4	365.4	364.3	364.3	364.9	364.1	364.0	363.8	363.4	361.4	368.3	373.0	287.6	287.6
Aircraft propellers and parts.....	141.4	141.3	140.0	138.0	137.2	135.5	127.5	133.2	132.1	125.3	114.9	138.7	146.3	102.6	102.6
Other aircraft parts and equipment.....	12.7	12.7	12.5	12.1	11.9	11.8	11.8	12.0	12.7	11.1	8.3	14.1	14.4	18.3	18.3
Ship and boat building and repairing.....	125.3	126.1	126.8	126.9	126.6	126.7	125.2	123.7	122.6	122.9	123.7	124.1	139.2	129.5	129.5
Shipbuilding and repairing.....	141.5	142.4	140.3	141.9	141.2	142.1	143.4	143.4	143.0	143.4	134.0	137.4	148.2	144.5	144.5
Boatbuilding and repairing.....	130.5	122.0	120.3	122.2	122.8	122.0	124.3	124.3	124.3	124.6	119.0	112.3	120.9	125.3	125.3
Railroad equipment.....	21.0	20.4	20.0	19.7	18.4	20.1	19.1	19.1	18.7	19.6	23.1	23.1	21.9	19.2	19.2
Other transportation equipment.....	44.4	45.2	46.5	50.3	52.0	54.6	57.7	58.6	51.9	60.0	60.8	61.6	51.4	50.9	50.9
Instruments and related products.....	9.3	9.0	8.7	7.9	8.5	9.2	10.5	10.8	10.8	10.5	10.3	10.5	10.1	9.0	9.0
Laboratory, scientific, and engineering instruments.....	337.4	334.8	335.9	336.8	340.5	344.0	347.3	348.1	350.8	351.9	348.5	352.8	351.3	338.9	315.2
Mechanical measuring and controlling instruments.....	64.3	65.1	65.3	65.6	65.9	65.8	65.5	65.6	65.6	65.8	65.9	66.0	64.2	58.1	58.1
Optical instruments and lenses.....	97.4	96.7	97.1	97.4	97.6	97.3	97.9	97.9	98.3	98.0	101.0	100.2	93.0	83.9	83.9
Surgical, medical, and dental instruments.....	17.6	17.9	17.8	18.1	18.3	18.6	18.7	18.4	18.5	18.1	18.6	18.4	15.8	14.0	14.0
Ophthalmic goods.....	44.5	44.6	44.8	44.8	44.8	45.0	45.0	45.1	45.4	45.3	45.8	45.1	43.1	41.5	41.5
Photographic apparatus.....	24.4	24.3	24.5	24.7	25.4	26.2	26.1	26.7	27.1	26.9	27.2	27.6	26.1	23.7	23.7
Watches and clocks.....	62.9	63.3	63.9	64.9	65.7	67.2	67.5	67.5	67.6	68.8	68.9	65.5	65.3	65.6	65.6
Miscellaneous manufacturing industries.....	23.7	24.0	23.4	25.0	26.3	27.2	27.4	28.8	28.4	29.6	28.5	28.5	31.4	28.4	28.4
Jewelry, silverware, and plated ware.....	489.3	482.8	478.6	477.1	467.3	486.9	509.8	522.2	522.3	514.9	492.9	508.9	498.7	486.5	450.9
Musical instruments and parts.....	43.9	43.9	44.9	44.7	45.6	46.6	47.5	48.9	47.5	48.9	47.5	45.8	45.7	45.9	44.4
Toys and sporting goods.....	17.7	17.7	17.7	17.8	18.7	19.1	19.1	19.2	19.2	18.0	18.6	18.6	18.0	16.4	16.4
Pens, pencils, other office supplies.....	26.5	24.4	25.1	31.5	37.9	42.8	39.4	27.6	28.7	26.3	25.8	25.1	31.0	31.4	31.4
Costume jewelry, buttons, notions.....	31.4	31.5	31.7	31.7	32.1	32.5	33.2	32.8	32.8	32.2	31.8	31.6	30.8	30.7	30.7
Fabricated plastics products.....	52.6	54.1	54.9	54.2	56.6	58.5	60.6	60.6	61.1	57.4	59.7	58.1	60.6	58.2	58.2
Other manufacturing industries.....	92.7	91.4	91.9	91.3	93.0	95.6	95.4	96.2	95.3	97.7	95.6	94.8	92.6	84.0	84.0
Food and kindred products.....	153.6	153.9	153.7	152.4	157.9	160.4	161.9	161.9	158.8	153.0	158.8	156.7	154.1	144.5	144.5
<i>Nondurable goods</i>															
Meat products.....	1,407.3	1,393.7	1,381.8	1,371.7	1,390.3	1,434.5	1,486.5	1,567.0	1,628.9	1,601.7	1,621.4	1,490.2	1,414.9	1,470.2	1,476.4
Dairy products.....	292.3	291.6	292.1	299.0	303.6	309.6	310.7	310.9	308.2	305.7	303.4	297.2	302.1	307.0	307.0
Canning and preserving.....	92.5	91.0	88.6	88.8	90.8	91.4	94.0	97.8	101.4	102.4	102.4	97.8	96.8	90.8	90.8
Grain-mill products.....	191.9	182.9	175.5	177.2	192.3	224.6	291.1	362.5	333.8	254.6	207.7	184.7	223.0	220.4	220.4
Bakery products.....	107.6	107.7	107.4	108.5	107.8	107.8	110.5	110.4	112.1	112.3	110.2	108.9	113.3	113.8	113.8
Sugar.....	283.5	284.1	283.5	284.4	288.8	298.8	292.0	290.8	289.9	292.0	290.8	286.1	285.2	284.3	284.3
Confectionery and related products.....	26.5	24.4	25.1	31.5	37.9	42.8	39.4	27.6	28.7	26.3	25.8	25.1	31.0	31.4	31.4
Beverages.....	67.6	70.4	72.0	72.0	77.1	78.6	79.2	77.0	73.2	66.9	70.0	69.5	73.5	76.4	76.4
Miscellaneous food products.....	202.3	200.4	197.7	198.7	205.6	209.5	214.9	216.3	219.1	221.7	220.2	211.1	209.1	207.0	207.0
Miscellaneous food products.....	129.5	129.3	129.8	130.2	130.6	132.4	135.1	136.0	138.3	139.1	139.1	134.5	136.2	137.3	137.3

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	[In thousands]												Annual average		
	1961						1960								
	May ¹	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1959	1958
Manufacturing—Continued															
<i>Nondurable goods—Continued</i>															
Tobacco manufactures.....	73.3	74.4	78.0	82.3	85.5	88.5	92.4	104.5	107.5	91.4	78.5	77.8	78.5	80.2	90.4
Cigarettes.....	37.1	37.3	37.5	37.6	37.6	37.9	37.8	38.2	38.5	38.4	38.3	38.2	37.7	37.4	36.4
Cigars.....	22.6	23.2	23.9	23.8	25.1	25.6	25.7	25.5	25.3	24.3	25.4	25.5	27.1	29.1	29.1
Tobacco and snuff.....	5.9	5.9	6.0	5.9	6.0	6.1	5.9	6.0	6.2	6.2	6.3	6.2	6.6	6.5	6.5
Tobacco stemming and redrying.....	8.8	11.6	14.9	18.2	19.8	22.8	35.1	37.8	21.4	9.6	7.9	9.1	18.1	18.4	18.4
Textile-mill products.....	916.0	908.4	900.6	899.4	899.5	911.9	925.6	933.2	943.3	953.6	941.8	961.7	956.3	966.0	941.5
Scouring and combing plants.....	5.0	4.8	4.6	4.8	4.8	4.8	4.9	5.1	5.2	5.4	5.4	5.5	5.4	5.5	5.2
Yarn and thread mills.....	98.6	97.8	97.4	97.1	98.9	99.7	100.8	102.4	104.2	103.1	106.5	105.7	110.0	108.2	108.2
Broad-woven fabric mills.....	369.4	369.5	371.5	373.0	375.6	377.4	379.7	384.5	388.6	389.1	393.7	392.9	398.5	399.9	399.9
Narrow fabrics and small wares.....	27.8	27.5	27.7	27.6	27.9	28.1	28.3	29.0	29.4	28.8	29.5	29.3	29.5	27.5	27.5
Knitting mills.....	216.7	211.8	207.3	204.2	209.3	218.6	222.0	224.1	227.3	217.7	225.5	221.6	226.1	207.0	207.0
Dyeing and finishing textiles.....	86.8	86.0	85.7	85.9	87.0	87.5	87.8	87.8	89.0	89.0	90.1	89.9	88.4	84.9	84.9
Carpets, rugs, other floor coverings.....	41.7	42.2	42.5	42.8	43.3	43.5	43.5	44.0	43.9	43.3	44.0	44.9	46.6	44.8	44.8
Hats (except cloth and millinery).....	8.7	8.7	9.2	9.2	9.3	9.0	8.9	9.3	9.7	9.8	10.1	10.1	10.1	10.1	10.1
Miscellaneous textile goods.....	53.7	52.3	53.5	54.9	55.8	56.9	57.1	57.0	56.1	55.6	56.8	56.5	57.3	53.9	53.9
Apparel and other finished textile products.....	1,156.7	1,168.9	1,200.9	1,191.5	1,165.2	1,178.6	1,209.5	1,209.0	1,225.1	1,237.7	1,188.0	1,215.9	1,207.9	1,210.7	1,156.3
Men's and boys' suits and coats.....	105.7	110.9	112.4	112.7	112.8	114.1	115.1	115.8	116.6	109.4	116.1	115.0	111.4	107.3	107.3
Men's and boys' furnishings and work clothing.....	341.3	340.3	339.3	332.4	338.2	343.6	349.1	356.8	359.3	349.5	357.6	353.7	338.3	331.3	331.3
Women's outerwear.....	330.1	347.0	337.9	327.1	328.0	337.4	326.2	334.0	343.4	328.2	329.0	328.1	344.7	339.7	339.7
Women's, children's undergarments.....	113.2	113.7	113.5	111.5	118.1	118.7	119.2	118.8	118.8	113.0	118.6	118.4	118.9	114.1	114.1
Millinery.....	15.8	23.4	23.4	19.3	16.8	16.3	18.7	18.9	19.5	16.5	13.1	14.9	18.5	17.9	17.9
Children's outerwear.....	66.2	70.8	72.9	71.1	68.9	71.0	71.5	71.9	73.9	74.8	75.6	73.2	74.4	73.6	73.6
Fur goods.....	6.2	5.9	6.0	6.4	7.3	8.3	8.3	8.0	7.5	7.3	7.4	6.9	9.2	10.7	10.7
Miscellaneous apparel and accessories.....	57.3	58.1	57.4	54.5	57.4	61.2	61.2	61.5	61.4	57.2	61.7	59.6	60.3	56.7	56.7
Other fabricated textile products.....	133.1	130.8	128.7	130.2	134.1	138.9	139.7	139.4	137.3	132.1	136.8	138.1	135.0	125.0	125.0
Paper and allied products.....	546.0	546.0	545.5	544.1	548.0	551.9	559.9	563.9	567.7	567.0	560.5	567.0	562.7	559.9	547.1
Pulp, paper, and paperboard mills.....	368.2	368.4	367.9	369.7	371.7	373.9	375.7	378.3	379.2	378.2	375.0	378.3	374.4	373.8	369.4
Paperboard containers and boxes.....	144.9	145.1	145.3	147.0	149.2	153.5	154.7	154.7	153.0	150.9	152.6	151.7	153.5	149.6	149.6
Other paper and allied products.....	132.9	132.0	130.9	131.3	131.0	132.5	133.5	134.7	134.5	134.6	136.1	136.6	132.6	128.1	128.1
Printing, publishing, and allied industries.....	892.9	894.0	896.7	893.7	895.0	904.2	910.2	908.2	900.9	895.1	890.4	892.0	885.9	868.3	852.2
Newspapers.....	329.9	329.7	328.1	329.2	333.3	333.8	332.5	331.2	331.0	331.4	331.4	329.4	322.6	316.4	316.4
Periodicals.....	64.9	64.9	65.7	66.3	65.5	65.7	65.3	64.5	62.8	61.9	62.3	62.7	62.4	61.5	61.5
Books.....	64.9	64.6	64.1	64.1	64.5	64.5	64.4	64.4	63.8	63.1	62.3	62.2	58.0	55.0	55.0
Commercial printing.....	228.8	230.6	229.7	230.6	232.4	233.6	233.5	233.0	230.8	229.3	229.4	227.3	224.0	220.7	220.7
Lithographing.....	69.0	69.1	68.5	67.8	69.5	70.1	69.7	69.3	68.7	68.2	68.6	68.4	66.3	65.7	65.7
Greeting cards.....	20.6	20.7	20.9	20.7	22.0	23.7	24.2	23.0	22.5	22.0	22.6	20.6	20.8	20.0	20.0
Bookbinding and related industries.....	47.4	48.0	47.6	47.5	47.3	48.0	48.2	48.3	48.6	48.1	48.4	48.0	46.2	44.5	44.5
Miscellaneous publishing and printing services.....	68.5	69.1	69.1	68.8	69.7	70.8	70.4	67.2	66.8	66.4	67.0	67.3	68.0	68.4	68.4
Chemicals and allied products.....	881.7	880.7	872.9	866.5	870.0	873.0	875.0	878.9	879.8	882.2	878.9	877.8	879.6	847.8	820.9
Industrial inorganic chemicals.....	103.9	103.7	103.6	104.5	105.0	105.1	105.2	105.8	106.7	106.1	105.8	104.7	102.5	102.2	102.2
Industrial organic chemicals.....	340.4	338.7	337.8	338.5	340.5	340.9	340.9	343.2	347.3	347.4	343.7	340.2	325.6	310.6	310.6
Drugs and medicines.....	102.9	102.9	102.9	104.8	105.3	105.5	105.6	106.5	107.7	107.7	107.8	106.6	105.4	104.0	102.9
Soap, cleaning and polishing preparations.....	55.0	54.2	53.8	54.0	54.2	54.1	54.3	54.4	54.3	52.8	53.1	52.8	51.0	49.3	49.3
Paints, pigments, and fillers.....	75.1	74.4	74.5	75.0	75.5	76.3	77.1	77.8	79.1	79.0	78.4	77.8	75.5	73.0	73.0
Gum and wood chemicals.....	7.7	7.6	7.6	7.7	7.7	7.7	7.7	7.8	7.8	7.9	7.9	7.9	7.7	7.8	7.8
Fertilizers.....	47.2	43.8	37.8	36.7	35.0	33.7	34.7	33.9	31.7	31.6	35.8	44.1	36.9	35.6	35.6
Vegetable and animal oils and fats.....	36.7	37.1	38.9	39.7	40.9	41.9	42.0	39.1	36.6	36.3	36.6	37.5	40.0	38.5	38.5
Miscellaneous chemicals.....	111.8	110.5	109.6	109.1	108.9	109.8	111.4	111.3	111.0	110.0	109.9	109.2	104.6	101.0	101.0
Products of petroleum and coal.....	218.9	217.3	216.2	215.6	217.2	218.2	221.6	224.8	226.2	229.8	230.2	232.5	231.9	233.4	238.2
Petroleum refining.....	175.0	175.0	175.1	175.6	176.7	177.5	178.7	180.3	182.4	183.4	184.0	183.2	186.2	192.1	192.1
Coke, other petroleum and coal products.....	42.3	41.2	40.5	41.6	41.5	44.1	46.1	45.9	47.4	46.8	48.5	48.7	47.2	46.1	46.1
Rubber products.....	243.2	239.5	238.7	240.3	246.7	250.5	251.6	258.1	258.4	257.1	252.5	258.1	257.1	259.8	244.6
Tires and inner tubes.....	93.5	94.3	93.1	96.6	98.1	99.8	100.4	101.6	103.0	103.1	103.5	103.4	101.6	100.8	100.8
Rubber footwear.....	23.0	22.7	22.5	21.9	22.1	22.1	22.6	22.4	22.1	21.5	22.0	21.9	22.0	20.9	20.9
Other rubber products.....	126.7	121.7	124.7	128.2	130.3	130.7	135.1	134.4	132.0	127.9	132.6	131.8	136.2	122.9	122.9
Leather and leather products.....	351.7	351.4	359.7	363.5	360.1	359.3	362.0	360.8	364.2	373.9	365.5	365.7	357.6	372.2	357.2
Leather: tanned, curried, and finished.....	32.5	32.3	32.5	33.6	34.1	34.1	34.2	34.4	34.6	34.4	34.5	34.0	37.1	37.9	37.9
Industrial leather belting and packing.....	4.7	4.7	4.7	4.8	4.6	4.6	4.7	4.6	4.7	4.6	4.3	4.3	4.2	4.9	4.1
Boot and shoe cut stock and findings.....	19.8	20.1	20.3	20.7	19.7	19.1	18.3	18.2	19.3	19.5	19.5	18.7	19.4	18.2	18.2
Footwear (except rubber).....	235.4	242.4	245.8	244.2	242.3	240.2	238.1	242.0	249.5	246.0	245.4	238.8	248.9	238.1	238.1
Upparel.....	14.6	13.9	13.6	13.6	13.8	15.7	16.5	16.4	17.3	16.4	16.0	15.8	15.3	15.0	15.0
Handbags and small leather goods.....	30.0	32.5	33.4	31.5	31.9	33.5	33.9	32.7	32.4	30.1	30.2	30.2	31.2	29.9	29.9
Gloves and miscellaneous leather goods.....	14.4	13.8	13.2	11.7	12.9	14.7	15.2	15.8	16.2	14.8	15.8	15.9	15.4	14.0	14.0

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry¹—Continued

Industry	1961												1960		Annual average	
	May ¹	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1959	1958	
Transportation and public utilities	3,772	3,755	3,749	3,759	3,763	3,843	3,868	3,889	3,907	3,921	3,939	3,942	3,924	3,902	3,903	
Transportation.....	2,443	2,429	2,420	2,430	2,432	2,507	2,528	2,546	2,553	2,560	2,573	2,592	2,585	2,559	2,531	
Interstate railroads.....	814.9	812.9	816.6	817.7	819.2	849.2	852.2	869.3	876.0	904.6	912.2	919.5	914.5	930.6	963.6	
Class I railroads.....	708.0	705.9	708.8	711.0	713.6	734.6	743.5	759.9	766.2	792.9	800.7	807.4	801.9	815.3	840.8	
Local railroads and bus lines.....	88.5	88.5	88.6	88.7	88.8	89.3	89.3	88.2	90.8	90.4	90.8	91.1	91.3	92.3	96.4	
Trucking and warehousing.....	850.4	848.4	850.7	854.1	858.9	880.9	898.2	902.2	891.7	877.4	879.3	887.1	880.3	853.2	792.5	
Other transportation and services.....	675.0	670.0	673.6	671.2	687.6	688.3	680.1	694.5	687.4	690.2	694.6	698.6	698.3	678.5	678.5	
Buslines, except local.....	40.2	39.4	39.2	40.4	39.7	39.9	40.0	41.1	41.7	41.9	40.8	40.0	40.4	41.7	41.7	
Air transportation (common carrier).....	149.5	148.0	149.3	149.3	150.6	150.9	151.3	152.7	153.3	152.4	152.1	153.0	145.9	140.3	140.3	
Pipe-line transportation (except natural gas).....	23.5	23.5	23.5	23.6	23.6	23.7	23.8	24.1	24.5	24.7	24.6	24.1	25.1	25.8	25.8	
Communication.....	730	729	731	732	733	736	739	741	745	751	752	744	741	743	771	
Telephone.....	693.4	694.8	695.1	696.3	699.3	701.8	703.8	707.8	713.5	714.0	707.0	704.0	705.5	732.4	732.4	
Telegraph.....	35.4	35.4	35.8	36.0	36.5	36.5	36.6	36.5	36.4	36.3	36.3	36.4	36.6	37.2	38.3	
Other public utilities.....	599	597	598	597	598	600	601	602	609	610	614	606	598	600	601	
Gas and electric utilities.....	572.7	574.3	573.4	574.4	576.9	577.6	578.7	584.7	585.2	589.2	582.5	574.6	576.6	578.5	578.5	
Electric light and power utilities.....	252.1	252.1	252.1	252.5	253.3	253.6	254.2	257.2	259.3	260.0	257.3	254.1	255.9	258.3	258.3	
Gas utilities.....	182.6	184.6	184.5	184.5	185.5	185.5	185.5	185.5	185.9	189.2	185.3	185.3	185.3	185.3	185.3	
Electric light and gas utilities combined.....	168.0	167.6	166.8	166.9	168.3	168.5	169.0	170.6	172.3	172.5	169.9	163.3	167.4	168.7	168.7	
Local utilities, not elsewhere classified.....	23.9	23.7	23.7	23.3	23.4	23.5	23.6	24.0	24.4	24.5	23.9	23.7	23.2	22.9	22.9	
Wholesale and retail trade	11,425	11,330	11,337	11,279	11,464	12,405	11,842	11,742	11,665	11,592	11,591	11,637	11,543	11,385	11,141	
Wholesale trade.....	3,081	3,086	3,091	3,102	3,116	3,163	3,163	3,162	3,153	3,153	3,138	3,129	3,111	3,070	3,013	
Wholesalers full-service and limited-function.....	1,825.6	1,827.4	1,833.7	1,843.7	1,880.1	1,878.6	1,879.0	1,876.8	1,879.6	1,870.9	1,867.1	1,851.4	1,819.2	1,752.0	1,752.0	
Automotive.....	140.3	139.7	139.5	139.9	140.8	140.8	141.5	142.2	142.7	142.2	141.5	140.5	138.2	126.5	126.5	
Groceries, food specialties, beer, wines, and liquors.....	314.5	317.1	319.5	320.5	325.8	325.8	318.7	315.5	314.9	315.4	314.1	313.0	309.7	303.1	303.1	
Electrical goods, machinery, hardware, and plumbing equipment.....	440.2	440.0	441.5	444.4	449.0	451.0	452.2	454.7	458.4	459.5	458.1	455.2	448.0	439.2	439.2	
Other full-service and limited-function wholesalers.....	930.6	930.6	933.2	938.0	964.5	961.0	966.6	964.4	963.6	953.8	953.4	942.7	926.3	883.2	883.2	
Wholesale distributors, other.....	1,260.3	1,263.1	1,268.2	1,271.9	1,290.8	1,284.0	1,283.0	1,275.7	1,273.6	1,267.0	1,261.6	1,259.3	1,250.7	1,240.1	1,240.1	
Retail trade.....	8,344	8,246	8,177	8,248	8,244	8,079	8,580	8,512	8,439	8,453	8,508	8,432	8,315	8,128	8,128	
General merchandise stores.....	1,441.0	1,435.7	1,391.7	1,476.2	2,021.9	1,654.6	1,553.5	1,504.1	1,452.5	1,433.1	1,462.5	1,465.6	1,453.5	1,433.8	1,433.8	
Department stores and general mail-order houses.....	918.6	920.3	906.9	954.6	1,308.8	1,070.9	994.0	951.8	922.9	917.2	934.2	932.1	953.4	925.1	925.1	
Other general merchandise stores.....	522.4	515.4	494.8	521.6	713.1	583.7	559.5	552.3	529.6	515.9	528.3	533.5	530.1	508.7	508.7	
Food and liquor stores.....	1,631.3	1,631.6	1,641.3	1,640.8	1,682.7	1,659.3	1,652.1	1,640.7	1,640.9	1,659.9	1,655.6	1,648.7	1,613.6	1,598.8	1,598.8	
Grocery, meat, and vegetable markets.....	1,195.4	1,198.9	1,206.0	1,208.4	1,228.9	1,217.3	1,210.8	1,195.2	1,190.3	1,204.8	1,203.7	1,200.7	1,175.3	1,140.4	1,140.4	
Dairy product stores and dealers.....	219.7	214.8	213.3	213.0	216.7	216.4	217.5	223.7	228.4	229.6	226.8	222.8	222.7	227.4	227.4	
Other food and liquor stores.....	216.2	217.9	222.0	219.4	237.1	225.6	223.8	221.8	222.2	225.5	225.1	225.2	215.0	222.0	222.0	
Automotive and accessories dealers.....	789.9	784.0	786.9	793.7	827.9	813.5	813.4	814.9	819.9	824.5	827.4	819.0	791.6	764.5	764.5	
Apparel and accessories stores.....	604.3	608.3	576.3	614.0	749.4	649.7	633.5	619.7	585.6	597.8	628.3	626.7	606.0	602.1	602.1	
Other retail trade.....	3,827.4	3,786.1	3,780.4	3,823.3	3,961.7	3,901.4	3,927.1	3,933.0	3,940.2	3,937.3	3,933.9	3,872.2	3,820.4	3,738.4	3,738.4	
Furniture and appliance stores.....	386.1	387.9	387.8	394.7	415.5	406.0	404.7	398.7	396.8	398.1	397.0	396.0	393.8	390.2	390.2	
Drug stores.....	391.7	390.3	389.9	396.4	430.9	405.6	407.8	408.6	408.0	398.6	398.6	392.0	378.2	355.8	355.8	
Finance, insurance, and real estate	2,528	2,518	2,507	2,494	2,490	2,504	2,499	2,501	2,515	2,536	2,530	2,496	2,469	2,425	2,374	
Banks and trust companies.....	684.7	685.1	684.0	681.7	684.9	683.2	680.6	680.9	686.8	682.9	671.2	662.9	638.4	615.3	615.3	
Security dealers and exchanges.....	107.9	105.6	103.3	101.5	101.5	101.4	101.6	102.0	103.4	102.9	100.9	99.9	94.5	84.6	84.6	
Insurance carriers and agents.....	956.9	955.6	952.3	946.9	949.0	945.4	941.4	942.3	952.8	946.8	930.8	922.3	904.0	895.0	895.0	
Other finance agencies and real estate.....	768.4	760.4	754.6	760.1	768.3	769.3	776.9	785.6	793.4	797.1	793.6	783.5	787.8	779.5	779.5	
Service and miscellaneous	6,751	6,679	6,566	6,527	6,518	6,612	6,665	6,698	6,698	6,685	6,715	6,745	6,717	6,525	6,395	
Hotels and lodging places.....	464.0	442.5	441.4	436.8	448.5	455.4	465.7	508.9	590.8	591.7	524.5	497.1	505.4	511.3	511.3	
Personal services.....	299.0	298.3	296.6	299.8	301.4	303.6	305.5	306.7	310.3	315.6	314.6	311.5	310.9	312.7	312.7	
Laundries.....	178.7	176.3	173.3	175.3	176.5	179.2	179.9	175.0	170.9	175.5	181.3	179.4	170.6	167.4	167.4	
Cleaning and dyeing plants.....	187.9	182.7	180.9	181.8	183.3	186.1	188.9	193.6	195.4	192.1	190.7	190.3	187.0	189.8	189.8	
Motion pictures.....	8,752	8,728	8,705	8,674	8,608	8,917	8,636	8,586	8,474	8,140	8,145	8,409	8,449	8,127	7,993	
Government	2,202	2,198	2,186	2,179	2,173	2,471	2,182	2,182	2,185	2,206	2,205	2,204	2,212	2,197	2,191	
Federal.....	2,170.2	2,168.5	2,151.2	2,145.7	2,143.5	2,443.5	2,154.4	2,154.2	2,157.6	2,177.3	2,176.6	2,176.6	2,184.6	2,169.4	2,161.2	
Executive.....	911.0	909.0	908.2	907.0	906.6	907.9	909.4	910.8	919.2	919.1	922.8	917.1	941.3	960.3	960.3	
Department of Defense.....	570.4	566.1	564.2	565.1	562.8	570.1	565.0	565.9	566.5	564.8	560.0	553.3	572.9	592.8	592.8	
Post Office Department.....	688.8	683.4	678.8	678.8	673.6	674.1	676.4	679.7	680.9	692.3	693.4	693.8	714.2	655.2	641.1	
Other agencies.....	22.9	22.6	22.5	22.5	22.5	22.4	22.4	22.6	22.6	22.8	22.8	22.5	22.5	22.1	22.1	
Legislative.....	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0	4.9	4.9	4.9	4.9	4.9	4.8	4.7	
Judicial.....	6,550	6,530	6,519	6,495	6,435	6,446	6,454	6,404	6,289	5,934	5,940	6,205	6,237	5,930	5,702	
State and local.....	1,555.9	1,542.7	1,535.8	1,520.1	1,518.9	1,518.9	1,518.9	1,518.9	1,518.9	1,518.9	1,518.9	1,518.9	1,518.9	1,518.9	1,518.9	
State.....	4,874.4	4,876.0	4,859.0	4,815.2	4,826.7	4,834.9	4,789.6	4,709.4	4,403.9	4,400.6	4,429.9	4,658.0	4,405.7	4,231.1	4,231.1	
Local.....	3,177.2	3,176.3	3,169.9	3,128.2	3,139.3	3,137.4	3,098.4	2,926.6	2,525.8	2,538.8	2,581.3	2,778.5	2,721.5	2,562.7	2,562.7	
Education.....	3,353.1	3,342.3	3,324.9	3,307.1	3,306.3	3,316.2	3,305.6	3,302.8	3,308.4	3,301.0	3,353.8	3,358.3	3,308.5	3,138.3	3,138.3	
Other.....																

¹ Beginning with the August 1958 issue, figures for 1956-58 differ from those previously published because of the adjustment of the employment estimates to 1st quarter 1957 benchmark levels indicated by data from government social insurance programs. Statistics from 1957 forward are subject to revision when new benchmarks become available.

These series are based upon establishment reports which cover all full- and part-time employees in nonagricultural establishments who worked during, or received pay for, any part of the pay period ending nearest the 15th of the month. Therefore, persons who worked in more than 1 establishment during the reporting period are counted more than once. Proprietors, self-employed persons, unpaid family workers, and domestic servants are excluded.

² Preliminary.

³ Data relate to civilian employees who worked on, or received pay for, the last day of the month.

⁴ State and local government data exclude, as nominal employees, elected officials of small local units and paid volunteer firemen.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except those for the Federal Government, which are prepared by the U.S. Civil Service Commission, and that for Class I railroads, which is prepared by the U.S. Interstate Commerce Commission.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹

[In thousands]

Industry	1961					1960										Annual average	
	May ²	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1959	1958		
Mining	452	480	479	487	498	503	512	516	525	507	534	532	532	532	572		
Metal.....	70.0	70.1	69.9	73.3	74.0	73.6	76.4	77.3	78.4	80.4	80.0	80.0	80.0	80.0	80.0		
Iron.....	22.5	22.6	22.2	23.9	24.9	24.4	27.7	28.2	29.6	29.6	30.5	30.5	30.5	30.5	30.5		
Copper.....	25.1	25.0	25.0	26.6	26.6	26.6	26.4	26.7	25.8	25.3	25.6	25.6	25.6	25.6	25.6		
Lead and zinc.....	8.2	8.2	8.2	8.4	8.1	7.9	7.6	8.1	8.2	8.9	9.1	9.7	10.0	10.0	10.0		
Anthracite.....	8.1	7.2	8.7	8.7	8.7	9.4	10.4	10.2	9.7	9.0	10.0	10.5	14.6	14.6	18.5		
Bituminous coal.....	119.2	122.4	124.7	123.9	126.4	128.7	131.0	130.6	136.0	119.1	144.3	147.7	149.2	149.2	173.8		
Crude-petroleum and natural-gas production.....	195.8	195.6	194.2	196.0	198.7	196.4	196.7	200.0	202.6	202.3	202.9	198.3	210.2	211.1			
Petroleum and natural-gas production (except contract services).....	95.2	95.8	96.1	97.5	98.6	98.5	99.0	101.9	103.1	103.9	103.2	101.2	106.1	112.9			
Nonmetallic mining and quarrying.....	88.4	84.6	81.8	84.6	89.7	94.7	97.5	97.6	98.3	97.8	96.4	98.9	92.5	91.9			
Contract construction	2,202	2,610	1,864	1,984	2,147	2,433	2,585	2,545	2,705	2,569	2,558	2,420	2,372	2,278			
Nonbuilding construction.....	434	357	320	342	388	457	539	554	576	573	558	513	506	497			
Highway and street construction.....	206.4	158.3	134.8	148.1	176.2	245.8	281.2	286.4	296.1	292.6	286.7	256.6	245.4	231.8			
Other nonbuilding construction.....	227.3	198.2	184.9	193.9	212.2	241.4	258.1	267.2	279.5	280.1	271.0	256.8	290.5	265.1			
Building construction.....	1,768	1,653	1,544	1,642	1,759	1,946	2,046	2,091	2,129	2,096	2,000	1,907	1,866	1,781			
General contractors.....	598.0	552.1	512.5	533.8	596.5	673.9	706.0	732.9	751.9	752.4	714.7	675.1	662.4	638.1			
Special-trade contractors.....	1,169.9	1,101.1	1,031.7	1,088.4	1,159.2	1,272.8	1,340.4	1,358.3	1,377.0	1,343.9	1,285.4	1,232.0	1,203.2	1,142.6			
Plumbing and heating.....	242.1	237.6	233.8	242.3	249.2	255.6	262.0	268.7	262.5	256.2	253.4	246.7	252.8	247.0			
Painting and decorating.....	191.2	167.5	146.2	154.4	174.5	200.1	212.5	222.6	233.6	229.5	212.7	201.3	181.7	153.3			
Electrical work.....	133.5	134.1	135.6	140.5	148.1	153.9	168.6	161.9	166.0	159.9	149.6	139.4	138.3	138.2			
Other special-trade contractors.....	603.1	561.9	516.1	551.2	587.4	663.2	707.3	705.1	714.9	698.3	669.7	644.6	630.4	584.1			
Manufacturing	11,616	11,470	11,418	11,395	11,502	11,745	12,037	12,236	12,399	12,365	12,145	12,332	12,292	12,237	11,658		
Durable goods.....	6,580	6,429	6,363	6,359	6,456	6,613	6,786	6,863	6,949	6,833	6,888	7,055	7,084	6,955	6,507		
Nondurable goods.....	5,036	5,041	5,055	5,036	5,046	5,132	5,251	5,363	5,450	5,432	5,257	5,276	5,208	5,282	5,151		
Durable goods																	
Ordnance and accessories.....	73.1	72.5	73.4	73.1	73.2	73.6	73.8	72.2	73.5	72.0	72.3	72.4	73.0	72.9	68.4		
Lumber and wood products (except furniture).....	541.6	518.4	498.2	495.6	507.5	518.2	546.8	580.6	598.4	606.9	608.1	617.4	592.5	591.1	558.8		
Logging camps and contractors.....	79.5	72.2	73.0	80.6	82.3	94.8	110.6	114.8	110.9	114.0	118.8	101.8	92.3	80.1			
Sawmills and planing mills.....	252.4	244.4	243.3	247.0	251.8	264.5	276.4	285.0	293.1	291.4	296.0	288.8	291.5	283.6			
Millwork, plywood, and prefabricated structural wood products.....	103.3	99.3	97.5	98.5	101.7	103.2	107.2	110.5	112.8	110.9	112.0	111.7	110.7	106.5			
Wooden containers.....	47.1	47.0	46.7	46.4	46.6	47.5	48.6	49.6	50.4	49.3	50.0	49.4	49.4	46.0			
Miscellaneous wood products.....	303.9	305.0	302.5	301.3	302.7	309.5	320.5	327.0	328.2	327.2	320.9	326.7	324.3	297.3			
Household furniture.....	229.6	226.1	226.5	224.5	229.0	237.6	241.9	241.5	241.2	235.6	240.4	240.3	240.8	230.1			
Office, public building, and professional furniture.....	35.6	35.5	35.3	35.7	36.5	37.5	38.8	39.6	39.0	38.4	38.8	37.6	35.9	34.2			
Partitions, shelving, lockers, and fixtures.....	23.2	24.6	24.5	24.6	25.4	26.4	27.4	28.0	28.3	28.1	28.1	26.8	25.6	25.0			
Screens, blinds, and miscellaneous furniture and fixtures.....	16.6	16.3	16.8	17.9	18.6	19.0	18.9	19.1	18.7	18.8	19.4	19.6	18.9	17.4			
Stone, clay, and glass products.....	422.2	411.5	402.1	395.6	400.8	416.1	431.1	441.7	449.2	451.5	449.9	456.1	449.1	417.5			
Flat glass.....	22.1	23.2	23.2	23.3	26.6	25.6	26.4	26.1	25.6	25.8	26.2	26.6	28.7	23.5			
Glass and glassware, pressed or blown.....	87.0	86.3	84.9	82.7	85.5	87.8	89.6	92.4	90.8	90.0	93.2	90.5	84.7	80.5			
Glass products made of purchased glass.....	12.6	12.9	13.2	13.0	14.2	14.3	14.2	14.0	13.8	13.4	13.6	13.7	15.0	13.3			
Cement, hydraulic.....	30.6	28.3	27.4	28.9	30.1	31.5	33.1	34.2	35.2	35.3	35.3	34.6	34.4	34.6			
Structural clay products.....	56.9	54.6	52.1	53.7	57.3	60.6	62.3	64.0	65.7	66.1	65.8	65.9	65.5	63.4			
Pottery and related products.....	36.6	36.4	36.5	36.6	36.9	38.8	39.9	40.3	40.4	40.9	42.2	41.7	41.3	37.6			
Concrete, gypsum, and plaster products.....	86.6	83.5	81.9	82.9	85.9	89.9	92.5	93.1	95.8	94.8	95.0	93.2	94.3	86.9			
Cut-stone and stone products.....	15.3	14.8	14.6	14.5	15.3	15.7	16.0	16.2	16.0	15.2	15.9	15.6	15.6	15.7			
Miscellaneous nonmetallic mineral products.....	63.8	62.1	61.8	63.2	64.3	66.9	67.7	68.9	68.3	68.4	69.0	69.9	69.6	62.3			
Primary metal industries	865.9	846.0	832.7	829.0	837.8	851.2	870.3	891.4	905.0	909.8	923.8	970.3	992.6	916.4	891.0		
Blast furnaces, steel works, and rolling mills.....	399.7	387.2	380.6	377.4	381.4	394.6	409.2	417.8	430.8	438.7	468.9	495.3	416.6	438.8			
Iron and steel foundries.....	167.5	167.8	168.8	173.5	177.8	180.6	182.8	185.7	179.8	187.1	193.1	188.8	192.2	167.4			
Primary smelting and refining of nonferrous metals.....	40.7	41.0	41.7	43.0	43.7	43.7	44.2	44.8	45.8	46.3	46.6	46.1	40.0	43.2			
Secondary smelting and refining of nonferrous metals.....	8.3	8.1	8.0	8.5	8.6	8.7	8.9	9.1	9.0	8.6	8.6	8.9	9.1	8.2			
Rolling, drawing, and alloying of nonferrous metals.....	81.4	80.4	80.3	80.9	82.5	82.6	83.9	84.0	83.7	82.7	85.2	84.2	80.2	80.6			
Nonferrous foundries.....	43.9	44.0	44.7	46.0	47.3	47.9	49.3	49.3	48.6	47.6	50.3	49.6	43.3	44.4			
Miscellaneous primary metal industries.....	104.5	104.2	104.9	108.5	109.9	112.2	113.1	114.5	112.4	112.8	117.6	119.7	116.0	108.4			
Fabricated metal products (except ordnance, machinery, and transportation equipment)	784.8	762.3	750.2	754.5	770.6	794.3	816.8	833.8	835.0	819.4	817.3	840.1	836.5	831.6	795.8		
Tin cans and other tinware.....	49.9	48.7	47.4	46.6	47.3	47.8	49.8	53.3	55.8	55.3	55.6	54.3	51.9	50.6			
Cutlery, handtools, and hardware.....	92.5	95.1	96.6	99.6	102.2	103.9	103.9	102.5	100.1	98.6	103.8	104.4	106.2	100.1			
Heating apparatus (except electric) and plumbers' supplies.....	79.5	78.6	77.3	79.1	80.0	81.5	85.1	86.0	85.9	86.0	87.8	88.1	89.5	83.3			
Fabricated structural metal products.....	193.6	189.5	190.1	192.9	201.0	206.1	210.8	211.7	213.4	210.1	208.1	204.4	203.4	220.0			
Metal stamping, coating, and engraving.....	172.2	165.1	168.1	176.2	184.7	193.2	196.6	193.7	180.2	182.4	192.8	192.9	187.8	189.4			
Lighting fixtures.....	34.7	34.7	35.2	35.4	37.3	38.4	38.7	38.6	36.4	36.0	37.9	37.0	38.5	34.2			
Fabricated wire products.....	40.1	39.0	39.7	40.2	41.3	42.4	43.9	44.2	43.4	43.1	45.2	45.9	45.4	41.7			
Miscellaneous fabricated metal products.....	99.8	99.5	100.1	100.6	100.5	103.5	105.0	105.0	104.2	105.3	108.9	109.5	108.9	96.5			

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

Industry	1961					1960								Annual average	
	May ¹	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1959	1958
Manufacturing—Continued															
<i>Durable goods—Continued</i>															
Machinery (except electrical).....	1,080.9	1,081.1	1,076.3	1,076.9	1,074.6	1,080.7	1,085.3	1,086.6	1,104.4	1,111.6	1,130.4	1,154.1	1,160.3	1,134.1	1,039.3
Engine and turbines.....	59.6	58.0	58.0	58.8	59.7	59.5	58.2	61.1	61.0	61.3	62.9	64.5	65.9	60.7	
Agricultural machinery and tractors.....	110.4	108.6	105.7	101.0	97.9	93.5	94.1	93.9	97.1	98.7	101.5	101.7	112.4	94.7	
Construction and mining machinery.....	76.3	75.5	75.3	74.3	74.2	75.1	78.5	81.0	83.1	85.5	87.4	89.9	86.6	82.4	
Metalworking machinery (except metalworking machinery).....	176.8	177.4	177.6	176.6	177.7	179.0	179.0	181.0	181.9	185.0	195.6	198.7	175.6	162.1	
General industrial machinery.....	117.0	117.8	119.0	119.4	120.9	121.7	122.3	122.6	122.7	122.4	124.2	123.5	114.9	106.5	
Office and store machines and devices.....	130.2	130.1	131.0	133.2	135.6	137.9	139.9	142.7	143.5	143.7	146.5	146.5	141.9	138.1	
Service-industry and household machines.....	91.7	90.6	91.5	91.6	92.2	92.6	92.8	92.8	92.2	92.6	92.9	92.3	89.7	84.0	
Miscellaneous machinery parts.....	133.6	133.5	132.9	130.4	129.1	130.1	123.1	130.0	129.7	136.8	143.0	146.9	138.1	123.2	
Electrical machinery.....	185.5	184.8	185.9	189.3	193.4	195.9	198.7	199.3	200.4	199.5	200.1	198.3	206.0	183.6	
Electrical generating, transmission, distribution, and industrial apparatus.....	834.0	828.0	830.2	835.2	842.1	843.6	866.8	839.1	876.9	861.4	849.6	858.7	855.1	839.7	750.1
Electrical appliances.....	266.9	266.0	266.8	268.6	269.9	270.2	253.1	278.5	276.7	276.0	277.6	279.3	273.7	247.8	
Insulated wire and cable.....	27.3	27.2	26.1	25.7	27.2	31.3	30.3	30.2	28.6	28.7	29.4	29.1	28.2	25.4	
Electrical equipment for vehicles.....	21.2	21.5	21.6	21.7	22.1	22.4	22.2	21.6	21.0	20.4	21.5	22.0	21.6	16.3	
Electric lamps.....	47.4	48.8	50.3	53.1	55.6	56.2	56.1	55.2	51.3	52.9	54.6	54.3	54.4	47.0	
Communication equipment.....	22.3	22.6	23.0	23.4	23.9	24.3	20.0	24.4	24.9	24.5	25.4	25.8	23.9	22.5	
Miscellaneous electrical products.....	409.5	410.1	413.6	415.5	410.1	426.2	422.8	430.1	422.8	410.8	413.7	408.8	401.6	355.4	
Transportation equipment.....	33.4	34.0	33.8	34.1	34.8	36.2	34.6	36.5	36.1	36.3	36.2	35.8	36.3	32.7	
Motor vehicles and equipment.....	1,056.5	1,015.0	1,012.6	1,012.4	1,067.9	1,124.6	1,146.6	1,149.3	1,135.1	1,036.2	1,104.8	1,127.2	1,173.6	1,186.5	1,124.0
Aircraft and parts.....	496.1	489.1	491.7	541.9	595.8	610.4	613.9	597.4	598.7	614.9	573.8	614.9	615.8	574.2	480.0
Aircraft.....	363.7	367.1	366.0	367.2	368.8	372.3	365.7	367.0	368.4	347.5	347.5	347.5	388.0	451.1	479.3
Aircraft engines and parts.....	202.7	205.0	203.5	206.2	207.7	212.0	212.9	211.5	212.4	212.2	214.2	223.5	268.1	291.5	
Aircraft propellers and parts.....	83.4	83.3	82.4	81.2	80.7	79.6	73.9	77.8	74.5	69.8	58.4	82.4	80.5	89.9	
Other aircraft parts and equipment.....	7.3	7.3	7.2	6.8	6.7	6.6	6.5	6.6	6.6	6.6	5.9	2.7	8.5	9.1	12.2
Ship and boat building and repairing.....	70.3	71.5	72.9	73.0	73.7	74.1	72.4	71.1	71.2	70.8	72.2	73.6	87.4	88.7	
Shipbuilding and repairing.....	117.1	118.2	115.6	117.0	116.5	117.3	118.8	118.8	117.8	119.4	111.1	114.7	118.8	121.4	
Boatbuilding and repairing.....	99.3	100.9	99.0	100.4	101.2	100.7	102.9	103.0	102.4	103.2	91.4	93.0	99.9	105.1	
Railroad equipment.....	17.8	17.3	16.6	16.6	15.3	16.6	15.9	15.8	15.4	16.2	19.7	21.7	18.9	16.3	
Other transportation equipment.....	30.9	31.3	32.4	35.9	37.1	39.5	42.6	43.3	38.4	44.8	45.6	46.7	37.1	36.1	
Instruments and related products.....	7.2	6.9	6.7	5.9	6.4	7.1	8.3	8.6	8.6	8.3	8.1	8.4	8.3	7.2	
Laboratory, scientific and engineering instruments.....	212.0	210.6	210.7	211.4	215.3	218.2	222.0	222.9	225.4	226.1	223.4	227.5	227.7	222.8	205.3
Mechanical measuring and controlling instruments.....	34.7	35.0	35.1	35.8	35.9	36.1	36.0	36.2	35.9	35.8	35.7	35.8	35.1	31.8	
Optical instruments and lenses.....	62.3	61.6	62.2	62.7	62.7	62.6	63.3	64.2	64.7	64.4	66.2	66.4	62.4	58.9	
Surgical, medical, and dental instruments.....	11.6	11.9	11.8	12.1	12.4	12.5	12.6	12.4	12.5	12.5	12.7	12.7	10.7	9.4	
Ophthalmic goods.....	29.7	29.7	29.8	29.7	29.8	29.8	30.0	29.8	30.1	30.1	30.4	30.2	28.7	27.3	
Photographic apparatus.....	18.7	18.5	18.7	18.9	19.4	20.2	20.1	20.6	21.0	21.1	21.3	21.5	20.6	18.4	
Watches and clocks.....	35.6	35.7	36.1	36.9	37.7	39.1	39.6	39.6	39.7	39.1	38.7	38.7	39.3	39.7	
Miscellaneous manufacturing industries.....	18.0	18.3	17.7	19.2	20.3	21.7	21.3	22.6	22.2	20.6	22.5	22.4	25.5	22.9	
Jewelry, silverware, and plated ware.....	384.8	379.0	374.5	372.6	363.5	382.7	405.8	418.0	417.5	410.4	389.1	405.2	397.3	386.6	361.0
Musical instruments and parts.....	34.6	34.7	35.5	35.4	36.4	37.3	38.2	37.5	37.4	35.3	36.5	36.3	36.1	34.5	
Toys and sporting goods.....	14.2	14.4	14.3	14.3	15.3	15.6	15.6	15.6	15.7	14.6	15.2	15.8	15.0	13.6	
Pens, pencils, other office supplies.....	74.3	70.0	66.5	59.8	67.6	82.1	89.6	89.1	88.8	80.0	83.5	78.5	70.7	67.5	
Costume jewelry, buttons, notions.....	22.7	23.0	23.2	23.3	23.8	24.3	24.9	24.6	24.5	24.0	23.8	23.6	22.8	22.3	
Fabricated plastics products.....	41.3	42.8	43.3	42.7	45.1	46.8	48.9	48.6	49.0	45.9	47.8	46.8	48.8	46.4	
Other manufacturing industries.....	71.3	69.7	70.1	6.97	71.6	74.3	74.0	75.1	74.1	71.5	74.8	74.2	72.9	64.9	
<i>Nondurable goods</i>	120.1	119.9	119.7	118.3	122.9	125.4	126.8	126.8	123.9	117.8	123.6	122.6	120.3	111.9	
Food and kindred products.....	958.1	944.3	931.8	925.1	943.2	984.4	1,035.7	1,112.3	1,170.9	1,142.3	1,064.1	1,015.4	967.4	1,025.3	1,035.3
Meat products.....	230.6	229.7	230.2	237.1	242.4	248.4	248.8	248.3	245.8	243.4	241.8	235.7	240.6	243.5	
Dairy products.....	61.4	59.8	58.2	58.3	59.8	60.4	62.8	65.6	69.0	70.4	70.3	66.7	65.5	66.7	
Canning and preserving.....	156.4	147.5	140.2	141.4	156.6	188.1	254.1	324.8	297.2	219.3	173.1	150.8	189.2	188.6	
Grain-mill products.....	74.0	74.0	73.7	74.7	74.3	74.2	76.9	76.2	77.5	78.3	76.6	75.0	77.9	79.8	
Bakery products.....	157.8	158.2	158.3	158.4	162.0	163.1	165.0	163.8	162.9	165.0	164.4	160.9	162.1	164.9	
Sugar.....	21.0	18.8	19.5	26.2	32.0	36.7	33.6	22.4	20.6	21.3	20.4	19.8	25.3	25.9	
Confectionery and related products.....	52.9	55.2	56.9	57.3	61.0	63.6	64.5	62.4	58.9	52.6	55.3	54.8	59.4	61.6	
Beverages.....	104.3	103.1	101.3	102.1	107.9	110.9	114.3	114.1	115.9	117.8	117.9	112.2	111.5	112.4	
Miscellaneous food products.....	85.9	85.5	86.8	87.7	88.4	90.3	92.3	93.3	94.5	96.0	95.6	91.5	93.5	94.2	
Tobacco manufactures.....	63.4	64.4	67.9	72.1	75.4	78.3	82.0	94.3	67.2	81.2	68.7	67.9	68.3	78.9	80.1
Cigarettes.....	31.9	32.0	32.2	32.4	32.4	32.6	32.7	33.1	33.5	33.4	33.1	32.5	32.2	31.5	
Cigars.....	21.0	21.6	22.3	22.2	23.4	23.9	24.0	23.8	23.6	22.7	23.8	23.7	25.4	27.4	
Tobacco and snuff.....	4.9	4.9	4.9	4.9	5.0	5.1	5.0	5.0	5.2	5.2	5.2	5.2	5.2	5.4	
Tobacco stemming and re drying.....	6.6	6.4	12.7	15.9	17.5	20.4	32.6	35.3	18.9	7.4	6.8	6.9	15.8	15.8	

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

(In thousands)

Industry	1961					1960										Annual average	
	May ²	Apr. ³	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1959	1958		
Manufacturing—Continued																	
<i>Nondurable goods—Continued</i>																	
Textile-mill products.....	822.9	814.9	807.1	806.2	806.6	810.0	832.3	839.9	849.8	888.6	847.8	866.7	862.0	873.9	850.8		
Scouring and combing plants.....	4.5	4.5	4.4	4.2	4.3	4.3	4.4	4.5	4.7	4.9	4.9	5.0	4.9	5.0	4.7		
Yarn and thread mills.....	90.3	89.6	89.4	89.1	89.1	91.0	91.8	92.9	94.3	96.0	94.9	97.7	97.6	101.5	99.7		
Broad woven fabric mills.....	340.9	341.0	343.2	344.9	347.5	349.4	351.4	355.8	359.7	360.4	364.7	364.7	370.5	372.4	372.4		
Narrow fabrics and smallwares.....	24.2	23.9	24.0	24.0	24.2	24.5	24.7	25.5	25.7	25.1	25.9	25.6	25.9	25.9	23.9		
Knitting mills.....	195.8	190.8	185.4	183.3	188.5	187.5	197.5	201.4	203.1	205.7	196.6	204.6	200.7	199.7	186.8		
Dyeing and finishing textiles.....	74.5	73.8	73.5	73.8	74.7	75.2	75.4	75.4	76.8	76.7	77.7	77.7	76.6	73.7	73.7		
Carpets, rugs, other floor coverings.....	34.2	34.7	35.1	35.2	35.8	35.9	35.9	36.5	36.3	36.3	36.4	37.2	38.9	36.7	36.7		
Hats (except cloth and millinery).....	7.5	7.5	8.1	8.1	8.2	7.9	7.8	8.2	8.5	8.6	8.9	8.9	8.9	8.9	9.0		
Miscellaneous textile goods.....	43.0	41.4	42.3	43.9	44.8	45.7	45.9	46.0	45.0	44.7	45.8	45.6	46.9	43.9	43.9		
Apparel and other finished textile products.....	1,029.5	1,041.2	1,073.6	1,063.1	1,037.7	1,051.5	1,079.3	1,078.8	1,094.5	1,107.3	1,059.7	1,085.3	1,079.1	1,080.0	1,027.0		
Men's and boys' suits and coats.....	93.9	98.9	100.6	100.8	101.1	101.9	102.9	103.8	104.7	97.8	104.7	103.5	99.5	95.0	95.0		
Men's and boys' furnishings and work clothing.....	309.4	309.2	307.7	301.1	306.7	311.9	317.4	325.3	327.6	318.0	326.0	322.9	308.5	293.9	293.9		
Women's outerwear.....	296.5	313.9	304.0	293.6	294.6	302.8	291.8	299.3	299.1	294.3	293.9	293.0	308.0	302.7	302.7		
Women's, children's undergarments.....	100.7	101.4	100.7	99.0	102.4	105.7	106.1	105.6	105.6	105.2	105.2	105.5	106.2	101.9	101.9		
Millinery.....	13.9	21.4	21.3	17.1	15.1	14.3	16.7	16.8	17.5	14.7	11.3	13.0	16.3	15.7	15.7		
Children's outerwear.....	59.3	63.6	65.6	63.9	61.7	63.6	63.9	64.3	66.2	67.1	67.9	65.5	66.3	65.1	65.1		
Fur goods.....	4.7	4.5	4.5	4.9	5.9	6.7	6.6	6.4	6.0	5.7	5.6	5.2	7.1	8.2	8.2		
Miscellaneous apparel and accessories.....	51.2	52.1	51.3	48.5	51.1	55.0	55.0	55.3	55.3	51.2	55.7	53.8	54.4	50.9	50.9		
Other fabricated textile products.....	111.6	109.5	107.4	108.8	112.9	117.4	118.4	118.0	115.3	110.4	113.0	116.7	113.7	103.8	103.8		
Paper and allied products.....	434.8	433.7	432.4	431.5	434.2	437.2	444.8	448.8	452.1	451.3	444.5	451.8	449.2	448.6	430.3		
Pulp, paper, and paperboard mills.....	216.7	216.3	216.2	217.4	218.7	221.3	223.1	225.4	226.4	222.2	225.7	222.8	223.1	220.7	220.7		
Paperboard containers and boxes.....	114.8	115.0	115.1	116.4	118.9	122.7	124.0	123.8	122.1	119.8	122.0	121.5	122.9	119.6	119.6		
Other paper and allied products.....	102.2	101.1	100.2	100.4	99.6	100.8	101.7	102.9	102.8	102.5	104.1	104.9	102.6	99.0	99.0		
Printing, publishing, and allied industries.....	568.6	569.1	571.4	568.3	571.1	578.8	584.4	584.6	578.4	572.7	568.3	571.9	566.8	557.5	545.4		
Newspapers.....	163.6	163.5	162.1	163.6	166.6	167.2	166.6	168.3	164.2	163.7	165.0	164.0	161.0	157.2	157.2		
Periodicals.....	28.0	27.5	27.5	28.2	28.0	28.5	28.6	28.5	27.5	26.6	26.8	27.0	26.6	25.5	25.5		
Books.....	39.3	38.7	38.5	38.8	39.0	38.8	39.1	39.3	38.7	38.0	37.5	37.4	35.5	33.7	33.7		
Commercial printing.....	183.0	185.1	184.0	184.7	186.6	187.6	187.9	187.1	184.8	183.9	184.5	182.5	180.2	177.5	177.5		
Lithography.....	52.3	52.5	52.0	51.2	53.0	53.3	53.6	52.7	52.1	51.8	52.0	51.8	50.1	49.7	49.7		
Greeting cards.....	13.9	14.0	14.0	14.1	15.3	17.0	17.6	16.6	16.4	16.0	16.6	14.6	15.0	14.2	14.2		
Bookbinding and related industries.....	36.9	37.5	37.1	36.8	36.6	37.4	37.6	37.8	38.0	37.5	38.0	37.7	36.3	35.0	35.0		
Miscellaneous publishing and printing services.....	52.1	52.6	53.1	53.7	53.7	54.6	54.2	51.1	51.0	50.8	51.5	51.8	52.8	52.6	52.6		
Chemicals and allied products.....	538.9	539.5	531.6	525.4	527.9	530.8	533.4	538.1	537.4	537.6	536.9	540.4	546.7	530.9	512.2		
Industrial inorganic chemicals.....	82.2	88.1	67.8	68.7	69.3	69.4	69.4	69.4	69.4	69.9	69.5	69.5	69.2	68.4	67.3		
Industrial organic chemicals.....	206.0	203.3	202.7	203.7	205.3	206.0	205.8	207.1	210.3	211.3	211.1	210.0	203.3	191.8	191.8		
Drugs and medicines.....	55.0	55.0	55.3	55.6	56.0	56.2	56.5	57.2	57.9	58.3	57.5	56.6	57.1	57.6	57.6		
Soap, cleaning and polishing preparations.....	32.8	31.9	31.6	31.9	32.0	31.9	32.4	32.5	32.2	31.7	31.3	30.8	30.3	30.1	30.1		
Paints, pigments, and fillers.....	44.1	43.0	43.1	43.7	44.0	44.7	45.5	46.1	46.9	46.7	46.6	46.3	45.4	43.7	43.7		
Gum and wood chemicals.....	6.2	6.2	6.2	6.1	6.2	6.2	6.3	6.3	6.4	6.4	6.4	6.4	6.3	6.4	6.4		
Fertilizers.....	26.8	33.6	27.7	26.6	25.0	23.6	24.6	23.7	21.6	21.6	25.8	24.1	26.9	26.1	26.1		
Vegetable and animal oils and fats.....	24.4	24.9	26.5	27.0	28.0	29.0	29.3	28.6	24.1	23.8	23.9	24.9	27.2	26.1	26.1		
Miscellaneous chemicals.....	66.0	65.6	64.5	64.6	65.0	66.4	68.3	68.5	68.3	67.6	68.3	68.4	66.0	63.1	63.1		
Products of petroleum and coal.....	145.1	143.2	142.1	142.0	143.8	145.1	147.2	149.7	150.5	153.5	153.2	155.6	154.9	155.4	157.0		
Petroleum refining.....	111.1	111.1	111.7	112.4	112.9	113.2	114.0	115.1	116.7	117.0	117.6	116.7	118.4	121.2	121.2		
Coke, other petroleum and coal products.....	32.1	31.0	30.3	31.4	32.2	34.0	35.7	35.4	36.8	36.2	38.0	38.2	37.0	35.8	35.8		
Rubber products.....	184.2	180.8	179.7	180.8	187.5	190.6	192.6	197.9	197.8	196.1	191.7	197.9	197.6	199.4	198.0		
Tires and inner tubes.....	67.5	68.1	66.9	70.4	71.5	73.1	73.8	74.5	75.7	75.9	76.6	77.0	74.6	74.7	74.7		
Rubber footwear.....	19.3	19.1	18.9	18.3	18.4	17.4	18.5	18.5	18.2	17.6	18.2	18.1	17.9	19.7	19.7		
Other rubber products.....	94.0	92.5	95.0	98.8	100.7	102.1	105.6	104.8	102.2	98.2	103.1	102.5	106.9	106.6	106.6		
Leather and leather products.....	310.8	310.1	317.6	321.6	318.2	316.6	319.3	318.1	321.2	331.0	322.2	323.2	315.2	331.6	317.7		
Leather: tanned, curried, and finished.....	28.3	28.1	28.4	29.4	29.8	30.0	30.0	30.1	30.4	29.9	30.2	29.7	32.8	33.7	33.7		
Industrial leather belting and packing.....	3.6	3.6	3.7	3.7	3.6	3.6	3.6	3.6	3.5	3.2	3.2	3.1	3.8	3.1	3.1		
Boot and shoe cut stock and findings.....	17.6	17.9	18.1	18.5	17.4	16.8	16.1	16.0	17.2	17.3	17.3	16.6	17.4	16.2	16.2		
Footwear (except rubber).....	210.0	216.4	219.7	218.1	215.6	213.6	211.4	215.4	222.8	218.9	218.9	212.3	223.7	213.8	213.8		
Luggage.....	12.2	11.4	11.3	11.3	11.5	13.4	14.3	14.1	15.0	14.1	13.8	13.5	13.0	12.5	12.5		
Handbags and small leather goods.....	25.8	28.3	29.1	27.3	27.6	29.2	29.5	28.2	28.0	25.9	26.0	26.0	27.3	26.1	26.1		
Gloves and miscellaneous leather goods.....	12.6	11.9	11.3	9.9	11.1	12.7	13.2	13.8	14.1	12.9	13.8	14.0	13.6	12.3	12.3		

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry¹—Continued

Industry	1961					1960								Annual average	
	May ²	Apr. ³	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1959	1958
Transportation and public utilities:															
Other public utilities.....	527	528	526	528	531	531	533	538	540	544	537	529	534	537	
Gas and electric utilities.....	505.9	507.2	506.1	507.9	510.1	510.3	511.8	517.0	517.9	522.1	515.7	508.0	513.0	516.4	
Electric light and power utilities.....	216.0	216.0	216.0	216.6	217.3	217.3	218.1	220.7	223.2	224.4	221.6	218.2	221.8	223.2	
Gas utilities.....	136.3	138.0	138.0	138.9	139.3	139.3	139.4	140.7	137.2	140.2	139.0	136.9	138.0	137.6	
Electric light and gas utilities combined.....	153.6	153.2	152.1	152.4	153.5	153.7	154.3	155.6	157.5	157.5	155.1	152.9	153.2	155.7	
Local utilities, not elsewhere classified.....	20.7	20.5	20.1	20.2	20.6	20.6	21.0	21.7	21.7	21.7	21.1	20.9	20.6	20.4	
Wholesale and retail trade:															
Wholesale trade.....	2,635	2,638	2,649	2,662	2,710	2,712	2,715	2,704	2,705	2,693	2,687	2,670	2,651	2,622	
Wholesalers, full-service and limited-function.....	1,572.0	1,575.1	1,581.9	1,591.7	1,631.3	1,629.0	1,631.6	1,628.9	1,632.7	1,625.1	1,621.8	1,606.2	1,588.8	1,536.7	
Automotive.....	119.9	119.5	119.4	119.8	120.8	121.0	122.1	122.9	123.5	123.2	122.3	121.0	117.5	110.0	
Groceries, food specialties, beer, wines, and liquors.....	278.3	280.7	283.1	283.0	289.6	289.0	283.0	279.9	279.6	280.4	278.9	277.9	276.9	272.2	
Electrical goods, machinery, hardware, and plumbing equipment.....	375.0	375.3	377.1	379.0	383.0	386.0	387.5	390.1	393.8	394.7	394.0	392.4	388.1	382.1	
Other full-service and limited-function wholesalers.....	798.8	799.6	802.3	809.0	837.9	833.0	839.0	836.0	835.8	826.5	826.6	815.0	806.3	772.4	
Wholesale distributors, other.....	1,062.9	1,063.1	1,067.1	1,070.6	1,078.9	1,082.6	1,083.6	1,074.7	1,072.2	1,067.7	1,063.4	1,063.7	1,061.8	1,064.9	
Retail trade:															
General merchandise stores.....	1,329.2	1,329.1	1,282.8	1,367.4	1,912.4	1,546.3	1,443.9	1,395.2	1,344.8	1,328.4	1,350.5	1,362.4	1,383.6	1,334.7	
Department stores and general mail-order houses.....	843.3	845.7	820.6	879.2	1,232.9	995.9	918.5	876.6	847.2	842.9	861.3	859.4	882.6	855.9	
Other general merchandise stores.....	485.9	483.4	462.2	488.2	679.5	550.4	525.4	518.6	497.3	485.5	498.2	503.0	501.0	478.8	
Food and liquor stores.....	1,436.7	1,435.2	1,491.2	1,495.1	1,538.3	1,515.5	1,510.9	1,497.7	1,496.0	1,518.4	1,513.4	1,508.6	1,485.3	1,483.2	
Grocery, meat, and vegetable markets.....	1,118.9	1,121.0	1,126.4	1,129.9	1,154.0	1,143.0	1,138.2	1,122.3	1,114.1	1,131.3	1,129.0	1,126.2	1,102.0	1,078.7	
Dairy-product stores and dealers.....	183.4	179.2	178.3	178.3	181.8	181.4	182.7	188.4	193.7	194.7	192.4	188.7	190.1	196.5	
Other food and liquor stores.....	184.4	185.0	186.5	186.9	202.5	191.1	190.0	187.0	188.2	192.4	192.0	193.7	193.2	206.0	
Automotive and accessories dealers.....	692.1	686.3	689.3	696.1	730.0	715.8	715.7	717.4	723.1	728.1	729.4	722.5	699.8	677.2	
Apparel and accessories stores.....	546.2	549.9	518.6	555.5	689.1	591.6	575.4	562.5	529.5	542.8	571.7	570.2	554.7	542.0	
Other retail trade (except eating and drinking places).....	2,069.7	2,057.0	2,059.5	2,084.4	2,194.5	2,131.2	2,131.6	2,134.6	2,131.6	2,139.7	2,129.0	2,095.4	2,090.3	2,056.7	
Furniture and appliance stores.....	345.5	348.0	347.9	354.0	374.8	365.8	364.6	358.0	356.3	357.9	356.9	358.7	356.5	354.3	
Drug stores.....	369.8	368.8	367.6	377.0	408.9	384.1	386.1	385.7	378.1	377.9	378.2	371.6	357.7	337.0	

¹ For comparability of data with those published in issues prior to August 1958 and coverage of the series, see footnote 1, table A-2.

Production and related workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, ware-

housing, shipping, maintenance, repair, janitorial, watchman services, product development, auxiliary production for plant's own use (e.g., power plant), and recordkeeping and other services closely associated with the aforementioned production operations.

² Preliminary.

TABLE A-4. Unemployment insurance and employment service programs, selected operations ¹

[All items except average benefit amounts are in thousands]

Item	1961				1960								
	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.
Employment service: ²													
New applications for work.....	808	895	949	1,065	820	881	858	811	820	788	1,008	811	762
Nonfarm placements.....	440	417	342	365	378	430	517	584	686	491	637	634	511
State unemployment insurance programs: ³													
Initial claims ⁴	1,468	1,709	1,919	2,381	2,175	1,744	1,393	1,206	1,407	1,426	1,197	1,162	1,233
Insured unemployment ⁵ (average weekly volume).....	2,779	3,168	3,394	3,266	2,639	2,039	1,678	1,598	1,657	1,686	1,588	1,682	1,939
Rate of insured unemployment ⁶	6.8	7.8	8.4	8.1	6.6	5.1	4.2	4.0	4.2	4.3	4.0	4.3	4.9
Weeks of unemployment compensated.....	10,656	13,334	11,935	11,975	9,105	7,054	5,801	6,238	6,435	5,848	6,365	6,570	7,527
Average weekly benefit amount for total unemployment.....	\$34.18	\$34.37	\$34.45	\$34.34	\$34.18	\$34.01	\$33.73	\$33.54	\$32.99	\$32.37	\$32.33	\$32.24	\$32.50
Total benefits paid.....	\$362,539	\$461,543	\$399,264	\$397,609	\$300,204	\$231,114	\$180,891	\$201,805	\$206,276	\$183,775	\$198,938	\$204,883	\$237,391
Unemployment compensation for ex-service- men: ⁷													
Initial claims ⁴	29	35	33	39	36	33	29	27	32	30	27	22	23
Insured unemployment ⁵ (average weekly volume).....	83	91	91	86	71	59	50	49	62	49	45	45	54
Weeks of unemployment compensated.....	380	370	355	355	279	227	190	210	228	180	195	197	230
Total benefits paid.....	\$11,980	\$11,618	\$11,002	\$11,017	\$8,597	\$7,016	\$5,870	\$6,445	\$6,880	\$5,470	\$5,987	\$6,004	\$7,032
Unemployment compensation for Federal civilian employees: ⁸													
Initial claims ⁴	13	12	13	19	14	14	14	12	13	15	12	12	11
Insured unemployment ⁵ (average weekly volume).....	36	40	41	40	35	33	30	28	30	30	29	30	33
Weeks of unemployment compensated.....	167	160	162	164	142	131	115	120	130	107	128	126	144
Total benefits paid.....	\$6,228	\$5,504	\$5,534	\$5,605	\$4,817	\$4,464	\$3,934	\$4,059	\$4,418	\$3,546	\$4,383	\$4,205	\$4,799
Railroad unemployment insurance:													
Applications ⁹	6	10	13	38	21	23	20	99	31	81	6	5	6
Insured unemployment (average weekly volume).....	107	106	113	123	103	95	82	107	85	61	39	45	54
Number of payments ¹⁰	293	270	242	296	226	194	192	227	182	97	104	104	133
Average amount of benefit payment ¹¹	\$79.57	\$81.60	\$80.96	\$82.69	\$82.46	\$81.52	\$77.50	\$80.90	\$78.72	\$75.74	\$71.08	\$72.19	\$74.56
Total benefits paid ¹²	\$16,273	\$22,274	\$19,706	\$22,208	\$18,793	\$16,036	\$15,222	\$18,632	\$12,139	\$7,434	\$7,802	\$7,909	\$10,414
All programs: ¹³													
Insured unemployment ¹⁴	3,046	3,403	3,638	3,515	2,847	2,228	1,539	1,781	1,804	1,826	1,700	1,801	2,078

¹ Data relate to the United States (including Alaska and Hawaii), except where otherwise indicated.² Includes Guam, Puerto Rico, and the Virgin Islands.³ Includes data for Puerto Rico, beginning January 1961 when the Commonwealth's program became part of the Federal-State UI system.⁴ Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitional claims.⁵ Includes interstate claims for Puerto Rico and the Virgin Islands for the entire period.⁶ Number of workers reporting the completion of at least 1 week of unemployment.⁷ The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.⁸ Excludes data on claims and payments made jointly with other programs.⁹ Includes Puerto Rico and the Virgin Islands.¹⁰ Excludes data on claims and payments made jointly with State programs.¹¹ An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.¹² Payments are for unemployment in 14-day registration periods.¹³ The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.¹⁴ Adjusted for recovery of overpayments and settlement of underpayments.¹⁵ Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs, the Railroad Unemployment Insurance Act, and the Veterans' Readjustment Assistance Act of 1952 (not presented separately in table), which terminated January 31, 1960.

SOURCE: U.S. Department of Labor, Bureau of Employment Security for all items except railroad unemployment insurance, which is prepared by the U.S. Railroad Retirement Board.

B.—Labor Turnover

TABLE B-1. Labor turnover rates, by major industry group¹

[Per 100 employees]

Major industry group	1961					1960										Annual average	
	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958		
	Accessions: Total ²																
Manufacturing.....	3.1	3.3	2.7	3.1	1.9	2.3	2.8	3.8	3.8	2.9	3.9	3.2	2.8	3.6	3.0		
Durable goods.....	3.4	3.7	2.8	3.4	2.0	2.3	3.0	4.2	4.1	2.9	3.8	3.2	2.8	3.8	3.2		
Ordinance and accessories.....	2.2	1.7	2.2	2.3	2.1	2.4	3.9	3.3	2.7	2.2	3.2	2.1	1.9	2.8	2.8		
Lumber and wood products.....	5.8	4.2	3.3	4.6	2.0	1.3	3.4	4.1	4.4	4.2	3.3	6.9	5.6	4.7	4.1		
Furniture and fixtures.....	3.0	2.7	2.5	2.8	1.9	2.1	2.7	3.5	5.3	3.5	4.0	4.0	3.5	4.0	3.4		
Stone, clay, and glass products.....	3.8	3.8	3.0	2.4	1.3	1.5	2.2	2.9	3.2	2.6	3.3	2.8	2.8	3.1	2.9		
Primary metal industries.....	3.9	3.1	2.8	3.4	2.1	2.1	2.3	2.9	3.0	2.3	2.4	1.8	1.6	2.9	2.8		
Fabricated metal products.....	4.2	4.4	3.2	4.2	2.3	2.5	3.3	4.3	5.5	2.9	3.9	3.9	3.2	4.4	3.6		
Machinery (except electrical).....	2.1	2.5	2.2	2.7	1.7	1.9	2.1	2.6	2.5	2.3	3.1	2.3	1.9	3.2	2.5		
Electrical machinery.....	2.3	2.5	2.6	3.2	1.8	2.3	2.8	3.5	3.4	2.7	3.8	2.8	2.1	3.6	2.8		
Transportation equipment.....	1.6	5.9	3.2	3.9	2.4	3.3	4.3	8.2	6.3	3.1	3.5	3.3	3.1	4.5	4.0		
Instruments and related products.....	1.6	1.6	1.5	1.6	1.3	1.6	1.5	1.8	2.9	1.6	3.0	2.0	1.8	2.5	1.8		
Miscellaneous manufacturing.....	3.8	5.1	4.3	5.0	2.2	2.8	3.7	5.5	5.6	4.8	4.2	4.9	4.8	4.8	4.0		
Nondurable goods ⁴	2.7	2.5	2.5	2.5	1.8	2.2	2.5	3.1	3.3	2.9	4.1	3.3	2.8	3.1	2.7		
Food and kindred products.....	3.2	3.5	3.3	3.5	2.9	3.2	3.8	4.5	4.0	3.9	5.4	4.6	4.4	4.1	3.6		
Tobacco manufactures.....	.8	.9	1.2	1.4	.5	.9	1.4	1.8	2.6	1.5	1.7	2.5	1.3	1.8	1.6		
Textile-mill products.....	3.1	3.1	2.5	2.5	1.6	2.2	2.5	2.8	3.5	2.9	3.5	3.3	2.8	3.2	3.0		
Apparel and other finished textile products.....	2.9	2.7	3.5	3.1	1.8	2.2	2.7	3.9	4.2	3.8	4.2	4.0	3.4	4.2	3.4		
Paper and allied products.....	2.3	2.0	1.6	2.0	1.2	1.5	1.9	2.6	2.4	2.4	4.0	2.5	2.2	2.6	2.1		
Chemicals and allied products.....	1.6	1.3	1.2	1.2	1.0	1.0	1.3	1.8	1.8	1.6	3.3	1.7	1.4	1.8	1.3		
Products of petroleum and coal.....	1.1	.5	.8	.8	.4	.5	.7	.9	1.1	.8	1.8	1.2	.7	1.0	.7		
Rubber products.....	3.9	2.6	1.9	2.6	1.4	1.6	2.2	2.9	3.6	1.9	3.1	2.7	1.7	2.7	2.6		
Leather and leather products.....	3.6	3.5	3.6	4.0	3.7	4.4	3.9	3.7	4.2	4.0	6.1	5.1	3.0	4.1	3.3		
Nonmanufacturing:																	
Metal mining.....		2.1	2.7	4.3	1.7	1.5	2.1	3.4	2.7	2.8	4.0	3.6	6.0	2.7	2.6		
Anthracite mining.....		1.7	2.8	2.7	3.6	1.4	1.5	1.5	2.4	1.5	1.8	1.0	1.1	1.6	1.6		
Bituminous coal mining.....	.9	1.6	1.2	1.5	1.0	1.2	1.0	1.2	2.7	1.0	.9	1.0	1.2	2.3	1.2		
Accessions: New hires																	
Manufacturing.....	1.2	1.0	0.9	1.0	0.7	1.0	1.5	1.9	1.9	1.7	2.3	1.7	1.4	2.0	1.3		
Durable goods.....	1.1	1.0	.8	.9	.7	.9	1.5	1.8	1.8	1.5	2.1	1.6	1.4	2.0	1.3		
Ordinance and accessories.....	1.0	.7	1.1	1.2	1.1	1.4	2.6	1.9	1.7	1.6	1.6	1.4	1.2	1.9	1.7		
Lumber and wood products.....	3.4	1.9	1.4	1.9	1.1	1.1	2.6	3.6	3.6	3.8	6.3	5.5	3.7	3.7	2.7		
Furniture and fixtures.....	1.2	1.3	.9	1.0	.9	1.2	1.8	2.7	4.4	2.7	2.7	2.6	2.1	2.8	1.7		
Stone, clay, and glass products.....	.9	.8	.5	.6	.4	.6	1.1	1.3	1.4	1.3	2.1	1.5	1.2	1.8	.9		
Primary metal industries.....	.6	.3	.3	.4	.3	.3	.4	.6	.6	.4	.7	.5	.6	1.5	.5		
Fabricated metal products.....	1.4	1.0	.8	.9	.6	.9	1.5	1.9	2.0	1.4	2.0	1.7	1.4	2.1	1.4		
Machinery (except electrical).....	.8	.8	.7	.8	.5	.7	.9	1.2	1.3	1.1	1.7	1.2	1.1	1.8	.9		
Electrical machinery.....	.8	1.1	1.0	1.0	.7	1.2	1.7	2.2	1.8	1.4	2.1	1.3	1.0	2.2	1.4		
Transportation equipment.....	.8	.8	.9	.9	.8	1.1	2.0	1.9	1.6	1.1	1.4	1.2	1.1	1.5	1.3		
Instruments and related products.....	.8	.8	.9	.9	.6	.9	1.0	1.2	1.7	1.2	2.3	1.3	1.4	1.9	.9		
Miscellaneous manufacturing.....	1.5	1.9	1.6	1.6	1.1	1.6	2.5	3.9	4.2	4.2	3.5	2.6	2.3	3.0	1.9		
Nondurable goods ⁴	1.3	1.1	1.0	1.1	.8	1.1	1.5	2.0	2.1	1.9	2.7	1.9	1.6	2.0	1.3		
Food and kindred products.....	1.4	1.2	.9	1.1	1.0	1.3	2.0	2.5	2.3	2.3	3.1	2.2	1.7	2.0	1.5		
Tobacco manufactures.....	.3	.4	.4	.7	.2	.4	.9	1.2	1.2	.7	1.0	1.3	.6	1.1	.8		
Textile-mill products.....	1.5	1.3	1.0	1.1	.7	1.1	1.4	1.8	2.2	1.9	2.4	2.0	1.7	2.1	1.5		
Apparel and other finished textile products.....	1.7	1.7	1.5	1.6	.8	1.3	1.9	2.9	3.2	2.9	2.9	2.8	2.6	3.0	1.8		
Paper and allied products.....	1.1	1.0	.7	.8	.6	.9	1.3	1.8	1.7	1.7	3.0	1.8	1.5	1.9	1.3		
Chemicals and allied products.....	.8	.8	.7	.6	.5	.7	.8	1.4	1.2	1.2	2.6	1.2	1.0	1.3	.8		
Products of petroleum and coal.....	.4	.2	.3	.3	.2	.3	.5	.6	.6	.6	1.3	.8	.5	.6	.3		
Rubber products.....	.9	.6	.5	.5	.3	.5	.9	1.7	1.4	.8	1.2	.7	.5	1.7	.8		
Leather and leather products.....	2.0	1.6	1.7	2.4	2.1	2.0	2.0	2.5	2.8	2.9	4.0	2.6	1.6	2.6	1.7		
Nonmanufacturing:																	
Metal mining.....		.8	1.0	1.2	.9	1.0	1.4	1.7	1.2	1.7	2.6	2.2	2.4	1.4	.7		
Anthracite mining.....		.3	.2	.8	1.5	.2	.2	.3	.9	.2	.8	.1	.1	.3	.4		
Bituminous coal mining.....	.2	.2	.3	.8	.2	.4	.5	.4	.5	.4	.8	.6	.4	.4	.3		

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group¹—Continued

[Per 100 employees]

Major industry group	1961					1960									Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958	
	Separations: Total ¹															
Manufacturing.....	2.8	3.4	3.6	4.3	4.1	3.9	3.8	4.4	4.3	3.6	3.3	3.3	3.6	3.4	3.6	
Durable goods.....	3.0	3.7	4.1	4.9	4.5	4.2	4.0	4.6	4.6	4.0	3.7	3.5	3.9	3.5	3.9	
Ordinance and accessories.....	2.5	2.8	2.5	2.8	2.4	2.5	2.7	4.1	2.2	2.5	2.8	2.2	3.1	2.3	2.9	
Lumber and wood products.....	3.3	4.6	4.0	4.8	5.0	4.7	6.0	6.6	5.7	4.6	4.2	3.9	4.9	4.6	4.3	
Furniture and fixtures.....	3.1	3.8	3.3	4.1	4.0	4.6	4.8	4.7	4.1	3.7	3.3	3.5	4.2	3.7	3.7	
Stone, clay, and glass products.....	3.6	3.2	3.2	5.0	4.6	3.8	3.1	4.3	3.6	3.2	3.5	2.8	3.1	2.8	3.5	
Primary metal industries.....	2.2	2.8	3.2	4.1	4.6	4.7	4.6	4.6	4.5	4.4	4.4	4.4	3.6	2.3	3.3	
Fabricated metal products.....	2.6	4.6	5.1	6.9	6.6	4.4	4.9	5.0	5.0	4.9	4.0	3.4	4.4	4.3	4.3	
Machinery (except electrical).....	2.1	2.8	2.7	3.1	2.8	2.9	3.2	4.1	3.8	3.0	3.3	3.1	3.2	2.7	3.3	
Electrical machinery.....	2.5	2.8	2.9	3.8	3.2	3.4	2.8	3.6	2.9	2.6	3.1	3.1	3.7	2.8	3.1	
Transportation equipment.....	1.8	5.7	7.6	7.7	8.3	4.6	4.3	4.8	7.4	6.1	4.2	3.8	4.8	5.2	5.1	
Instruments and related products.....	1.8	1.8	1.8	1.9	1.8	2.2	1.7	3.3	2.8	2.2	2.2	2.3	2.1	2.1	2.4	
Miscellaneous manufacturing.....	3.3	4.0	4.0	4.9	9.1	6.9	5.3	5.3	5.0	3.6	4.0	3.9	4.9	4.7	4.7	
Nondurable goods ⁴	2.5	2.8	2.8	3.2	3.3	3.4	3.4	4.2	3.6	3.0	2.6	2.9	3.1	3.0	3.0	
Food and kindred products.....	3.1	3.9	4.2	4.1	4.4	4.4	4.0	5.2	4.5	3.6	3.1	3.7	3.6	4.0	3.8	
Tobacco manufactures.....	2.1	2.6	1.6	2.1	1.7	1.6	1.8	1.9	2.3	2.1	1.6	1.8	1.7	1.9	2.1	
Textile-mill products.....	2.7	3.0	2.8	3.7	3.5	3.1	3.7	4.5	4.0	3.4	2.8	2.9	3.8	3.3	3.4	
Apparel and other finished textile products.....	3.3	2.8	2.8	3.5	3.7	4.4	4.1	4.4	4.4	4.2	3.0	4.0	4.0	3.8	3.8	
Paper and allied products.....	2.0	2.3	2.3	2.7	2.8	2.8	2.8	4.2	2.9	2.3	2.3	2.3	2.2	2.6	2.4	
Chemical and allied products.....	1.2	1.4	1.4	1.7	1.8	1.9	1.5	3.2	2.0	1.4	1.4	1.3	1.5	1.6	1.8	
Products of petroleum and coal.....	.8	1.0	.7	1.2	1.8	1.5	2.3	2.6	1.4	1.6	1.1	.9	1.1	1.1	1.3	
Rubber products.....	1.8	3.2	4.2	3.9	3.7	3.8	3.4	3.3	3.1	2.3	2.6	2.7	3.8	2.8	2.7	
Leather and leather products.....	4.4	4.5	3.8	3.6	3.4	3.5	5.0	4.8	4.8	3.4	3.3	4.2	4.6	3.9	3.7	
Nonmanufacturing:																
Metal mining.....		2.9	2.4	7.2	6.2	4.3	3.6	4.3	3.7	3.3	3.2	2.7	2.6	2.6	3.9	
Anthracite mining.....		2.1	2.5	4.2	5.7	3.1	8.1	2.9	1.8	7.7	3.8	3.1	3.2	2.9	4.3	
Bituminous coal mining.....	1.8	3.2	3.2	1.5	5.0	2.0	1.9	1.8	3.3	10.0	3.1	4.0	3.8	3.6	2.6	
	Separations: Quits															
Manufacturing.....	0.8	0.7	0.6	0.7	0.6	0.7	1.0	1.9	1.5	1.1	1.1	1.1	1.1	1.3	0.9	
Durable goods.....	.7	.6	.5	.6	.5	.6	.9	1.7	1.3	1.0	1.0	1.0	1.0	1.2	.8	
Ordinance and accessories.....	.6	.7	.7	.8	.6	.7	.9	1.9	1.1	.9	.8	.8	1.0	1.1	.8	
Lumber and wood products.....	1.2	1.1	1.0	1.2	.9	1.1	1.6	4.0	3.1	2.4	2.4	2.2	2.3	2.3	1.7	
Furniture and fixtures.....	.9	1.0	.7	.9	.8	.9	1.6	2.5	2.3	1.6	1.5	1.7	1.9	1.7	1.1	
Stone, clay, and glass products.....	.5	.6	.4	.6	.4	.5	.7	1.6	1.1	.8	.8	.8	.7	.9	.7	
Primary metal industries.....	.3	.3	.3	.3	.2	.3	.4	.7	.5	.4	.5	.5	.5	.7	.4	
Fabricated metal products.....	.8	.6	.4	.5	.4	.5	.8	1.6	1.2	.8	.9	1.0	1.0	1.1	.8	
Machinery (except electrical).....	.5	.5	.4	.5	.4	.5	.6	1.2	.9	.7	.8	.8	.9	.9	.6	
Electrical machinery.....	.8	.7	.7	.9	.7	.8	1.0	1.8	1.2	.9	1.0	1.0	1.0	1.3	.8	
Transportation equipment.....	.6	.6	.5	.6	.4	.5	.8	1.2	.9	.8	.9	.8	.8	1.0	.8	
Instruments and related products.....	.6	.6	.6	.6	.6	.7	.7	1.7	1.2	.8	.9	.8	.9	1.0	.7	
Miscellaneous manufacturing.....	1.0	1.0	1.0	1.0	.9	1.2	1.8	3.0	2.4	1.8	1.6	1.5	1.6	1.8	1.2	
Nondurable goods ⁴.....	.9	.9	.8	.9	.7	1.0	1.2	2.3	1.8	1.4	1.3	1.3	1.3	1.4	1.0
Food and kindred products.....	.7	.7	.6	.8	.6	.9	1.1	2.1	1.6	1.1	1.1	1.1	1.0	1.2	.9	
Tobacco manufactures.....	1.2	.8	.8	.9	.6	.7	.9	1.2	1.2	1.2	1.0	.9	.9	1.1	.9	
Textile-mill products.....	1.2	1.1	.9	1.0	.8	1.0	1.4	2.2	2.1	1.7	1.6	1.6	1.7	1.6	1.2	
Apparel and other finished textile products.....	1.8	1.6	1.6	1.7	1.3	1.8	2.3	3.0	3.2	2.8	2.1	2.6	2.4	2.5	1.7	
Paper and allied products.....	.6	.6	.5	.6	.5	.6	.9	2.5	1.5	.9	1.0	1.0	.9	1.2	.8	
Chemicals and allied products.....	.4	.4	.4	.5	.4	.4	.6	1.9	1.0	.6	.6	.6	.6	.7	.5	
Products of petroleum and coal.....	.2	.2	.2	.2	.2	.3	.4	1.1	.6	.3	.3	.3	.3	.4	.3	
Rubber products.....	.6	.5	.4	.5	.4	.5	.6	1.1	.9	.7	.8	.8	.7	.9	.6	
Leather and leather products.....	1.6	1.6	1.5	1.6	1.4	1.6	1.9	3.0	3.0	2.2	2.2	2.0	1.9	2.1	1.5	
Nonmanufacturing:																
Metal mining.....		.9	.6	.9	.9	.8	.9	1.8	1.6	1.6	1.2	1.6	1.7	1.4	1.3	
Anthracite mining.....		(⁵)	.4	(⁵)	.1	.2	.1	.5	.2	.1	.5	.7	.3	.3	.4	
Bituminous coal mining.....	.3	.3	.2	.2	.2	.2	.3	.4	.3	.4	.2	.3	.3	.3	.3	

See footnotes at end of table.

TABLE B-1. Labor turnover rates, by major industry group ¹—Continued

[Per 100 employees]

Major industry group	1961					1960									Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958	
	Separations: Layoffs															
Manufacturing	1.6	2.2	2.5	3.0	3.0	2.7	2.2	2.0	2.2	2.0	1.7	1.6	2.0	1.6	2.3	
Durable goods	1.8	2.5	3.0	3.7	3.5	3.1	2.6	2.2	2.7	2.5	2.1	1.9	2.3	1.8	2.6	
Ordnance and accessories	1.0	1.3	1.1	1.2	1.1	1.2	1.4	1.5	.7	1.3	1.5	1.1	1.7	.7	1.8	
Lumber and wood products	1.7	2.9	2.5	3.1	3.7	3.1	3.8	1.9	1.9	1.5	1.2	1.1	1.9	1.7	2.1	
Furniture and fixtures	1.8	2.3	2.0	2.5	2.7	3.2	2.6	1.5	1.2	1.5	1.2	1.1	1.7	1.4	2.2	
Stone, clay, and glass products	2.4	2.1	2.4	4.0	3.8	2.8	1.9	2.2	1.8	1.9	2.2	1.5	1.8	1.4	2.6	
Primary metal industries	1.4	2.0	2.4	3.3	3.9	3.9	3.7	3.3	3.5	3.4	3.4	3.4	2.5	1.0	2.6	
Fabricated metal products	1.4	3.6	4.2	5.8	5.8	3.4	3.5	2.8	3.2	3.5	2.5	1.8	2.9	2.7	3.1	
Machinery (except electrical)	1.2	1.6	1.8	2.1	1.9	2.1	2.1	2.3	2.4	1.8	1.9	1.8	1.8	1.2	2.4	
Electrical machinery	1.2	1.4	1.6	2.1	1.9	1.9	1.2	1.0	1.1	1.1	1.4	1.4	1.9	.9	1.8	
Transportation equipment	4.6	6.7	6.6	4.4	3.5	2.8	2.8	2.8	3.8	4.7	2.7	2.4	3.4	3.6	3.8	
Instruments and related products	1.0	.9	.7	1.0	.8	1.2	.7	1.2	1.1	1.0	.8	1.0	.8	.6	1.3	
Miscellaneous manufacturing	1.8	2.4	2.5	3.3	7.7	5.2	2.8	1.4	1.7	1.2	1.6	1.7	2.7	2.3	3.1	
Nondurable goods ⁴	1.2	1.5	1.6	1.8	2.1	2.0	1.7	1.4	1.2	1.1	.8	1.1	1.4	1.2	1.7	
Food and kindred products	1.9	2.6	3.2	2.9	3.3	3.1	2.3	2.6	2.4	2.0	1.6	2.1	2.1	2.4	2.8	
Tobacco manufactures	.7	1.5	.6	.9	.8	.7	.8	.4	.6	.7	.2	.4	.5	.5	.9	
Textile-mill products	1.1	1.5	1.5	2.2	2.3	1.7	1.9	1.7	1.4	1.2	.8	.9	1.4	1.2	1.8	
Apparel and other finished textile products	1.2	.9	.9	1.5	2.1	2.3	1.5	1.0	.8	.8	.6	1.0	1.1	.9	1.5	
Paper and allied products	1.0	1.2	1.4	1.5	1.8	1.7	1.4	1.0	.8	.8	.7	.8	.8	.9	1.3	
Chemicals and allied products	.5	.6	.6	.9	1.1	1.1	.6	.8	.5	.4	.4	.4	.6	.5	1.0	
Products of petroleum and coal	.2	.5	.2	.3	1.1	.9	1.3	.9	.5	.8	.4	.3	.5	.4	.6	
Rubber products	.8	2.2	3.3	2.9	2.9	2.9	2.3	1.7	1.7	1.2	1.3	1.5	2.7	1.1	1.8	
Leather and leather products	2.4	2.2	1.6	1.6	1.4	1.4	2.5	1.1	1.1	.7	.7	1.6	2.1	1.2	1.8	
Nonmanufacturing:																
Metal mining	1.2	.8	.5	5.4	3.9	2.8	2.0	1.6	1.0	1.1	.3	.2	.2	.6	2.2	
Anthracite mining	1.1	1.5	2.0	4.5	2.4	2.4	7.3	1.3	.6	6.1	1.9	1.6	1.8	1.7	3.7	
Bituminous coal mining	1.0	2.6	2.7	1.0	4.4	1.4	1.3	1.0	2.6	8.7	2.6	3.5	2.1	3.1	2.0	

¹ Month-to-month changes in total employment in manufacturing and nonmanufacturing industries as indicated by labor turnover rates are not comparable with the changes shown by the Bureau's employment series for the following reasons:

- (1) The labor turnover series measures changes during the calendar month, while the employment series measures changes from midmonth to midmonth;
- (2) Industry coverage is not identical, as the printing and publishing industry and some seasonal industries are excluded from turnover;
- (3) Turnover rates tend to be understated because small firms are not as prominent in the turnover sample as in the employment sample; and
- (4) Reports from plants affected by work stoppages are excluded from the

turnover series but the employment series reflects the influence of such stoppages.

² Preliminary.

³ Beginning with January 1959, transfers between establishments of the same firm are included in total accessions and total separations; therefore, rates for these items are not strictly comparable with prior data. Transfers comprise part of other accessions and other separations, the rates for which are not shown separately.

⁴ Excludes the printing, publishing, and allied industries group, and the following industries: Canning and preserving; women's, misses', and children's outerwear; and fertilizer.

⁵ Less than 0.05.

C.—Earnings and Hours

TABLE C-1. Gross hours and earnings of production workers,¹ by industry

Industry	1961					1960										Annual average	
	Apr.†	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958		
	Average weekly earnings																
Mining.....	\$107.17	\$104.10	\$107.71	\$109.60	\$106.38	\$105.32	\$108.41	\$107.47	\$108.97	\$111.22	\$110.83	\$110.70	\$111.38	\$107.73	\$100.18		
Metal.....	110.29	108.13	109.35	110.30	111.79	108.54	110.43	112.74	111.49	111.37	110.27	114.01	113.68	103.31	98.22		
Iron.....	108.54	104.49	106.56	109.74	108.92	106.10	110.21	118.95	113.58	117.67	110.08	120.22	120.80	107.34	100.27		
Copper.....	116.26	114.59	114.97	114.86	117.02	115.18	113.72	116.75	116.34	112.14	115.46	114.60	106.17	84.62	84.62		
Lead and zinc.....	89.10	88.43	92.57	91.43	91.60	87.10	86.79	87.17	83.62	91.66	94.85	93.71	90.83	85.92	85.92		
Anthracite.....	84.86	90.58	106.19	107.90	95.35	94.46	95.22	84.39	94.26	93.80	93.23	82.29	80.88	84.98	76.81		
Bituminous coal.....	106.60	98.48	110.85	112.52	109.54	104.33	111.51	108.23	114.10	121.60	121.60	119.03	122.20	118.30	102.38		
Crude-petroleum and natural-gas production:																	
Petroleum and natural-gas production (except contract services).....	121.66	116.98	118.48	124.74	114.65	115.18	115.87	116.44	112.44	116.16	113.52	116.63	115.18	114.93	109.75		
Nonmetallic mining and quarrying.....	97.52	95.49	95.68	97.02	95.17	98.18	102.12	101.60	102.37	102.60	101.70	98.78	98.55	98.45	89.68		
Contract construction.....	119.97	119.64	122.40	122.72	115.26	117.20	125.50	123.13	124.21	123.61	121.18	119.56	119.19	114.82	110.47		
Nonbuilding construction.....	115.06	116.10	118.78	120.17	113.89	114.64	123.65	126.42	126.90	124.91	121.06	118.03	117.96	113.24	109.47		
Highway and street construction.....	104.25	104.06	105.03	108.64	101.80	106.75	126.43	123.98	124.26	122.36	117.43	111.90	112.56	108.09	104.14		
Other nonbuilding construction.....	125.39	126.29	128.44	128.95	122.62	122.68	131.02	128.58	129.97	127.80	125.18	128.68	125.51	118.40	114.26		
Building construction.....	121.10	120.41	123.19	123.53	115.56	117.99	125.17	122.40	123.66	123.66	121.24	119.91	119.19	115.26	110.67		
General contractors.....	111.30	109.65	113.56	114.48	106.23	109.02	114.66	112.73	113.63	111.77	111.13	110.26	109.50	106.39	102.63		
Special-trade contractors.....	126.36	125.90	127.78	128.15	120.24	122.82	129.93	127.44	128.82	128.53	124.93	124.67	120.27	115.26			
Plumbing and heating.....	136.52	135.41	136.62	138.71	133.22	130.32	137.52	134.61	135.89	135.20	132.67	132.68	131.96	128.56	122.23		
Painting and decorating.....	121.10	116.26	116.55	115.55	110.72	113.88	122.11	119.70	119.65	120.70	118.62	116.60	115.58	113.40	107.95		
Electrical work.....	153.56	156.35	154.39	153.59	148.92	149.31	153.62	151.70	151.82	150.93	149.38	148.23	147.07	142.08	135.97		
Other special-trade contractors.....	117.60	117.57	120.36	120.37	110.53	116.25	124.28	121.80	124.55	124.21	121.41	119.70	118.99	113.80	109.31		
Average weekly hours																	
Mining.....	39.4	38.7	39.6	40.0	39.4	39.3	40.3	40.1	40.7	41.5	41.2	41.0	41.1	40.5	39.1		
Metal.....	40.4	39.9	40.5	40.7	41.1	40.2	40.6	41.6	41.6	41.4	41.3	42.7	42.7	40.2	38.8		
Iron.....	36.3	35.3	36.0	37.2	37.3	37.0	38.4	40.1	40.1	41.0	41.6	41.6	41.6	37.4	36.3		
Copper.....	42.9	42.6	42.9	42.7	43.5	42.8	42.7	43.4	43.7	42.0	43.9	44.1	44.1	42.3	39.1		
Lead and zinc.....	39.6	39.3	40.6	40.1	40.0	38.2	37.9	37.9	36.7	40.2	41.3	41.3	41.1	40.1	39.6		
Anthracite.....	31.2	33.8	37.0	38.4	34.8	34.6	34.5	30.8	34.4	34.0	33.9	29.6	29.2	30.9	28.9		
Bituminous coal.....	32.8	30.3	33.9	34.2	33.6	32.1	34.1	33.2	35.0	37.3	37.4	36.4	37.4	36.4	33.9		
Crude-petroleum and natural-gas production:																	
Petroleum and natural-gas production (except contract services).....	41.1	40.2	40.3	42.0	40.3	40.7	40.8	41.0	40.3	40.9	40.4	41.0	40.7	40.9	40.8		
Nonmetallic mining and quarrying.....	42.4	41.7	41.6	42.0	41.2	42.5	44.4	44.2	44.9	43.0	43.2	43.9	43.8	43.8	43.3		
Contract construction.....	35.6	35.5	36.0	36.2	34.1	35.3	37.8	37.2	37.8	37.8	37.4	36.9	36.9	36.8	36.7		
Nonbuilding construction.....	38.1	38.7	39.2	39.4	37.3	38.6	42.6	42.0	42.3	42.2	41.6	40.7	41.1	40.3	40.1		
Highway and street construction.....	37.5	38.4	38.9	38.8	36.1	38.4	43.9	43.5	43.6	43.7	42.7	41.6	42.4	41.1	41.0		
Other nonbuilding construction.....	38.7	39.1	39.4	39.8	38.2	38.7	41.2	40.4	41.0	40.7	40.5	39.7	40.1	39.6	39.4		
Building construction.....	35.0	34.8	35.4	35.6	33.4	34.5	36.6	36.0	36.7	36.7	36.3	35.9	35.9	35.8	35.7		
General contractors.....	35.0	34.7	35.6	36.0	33.3	34.5	36.4	35.9	36.5	36.7	36.3	35.8	35.8	35.7	35.6		
Special-trade contractors.....	35.1	34.9	35.2	35.4	33.4	34.5	36.6	36.0	36.7	36.6	36.3	35.9	35.9	35.9	35.8		
Plumbing and heating.....	37.3	37.2	37.3	37.9	36.6	36.2	38.2	37.6	38.3	38.3	38.1	37.8	37.6	37.7	37.8		
Painting and decorating.....	34.6	33.6	33.3	33.3	32.0	33.2	35.6	35.0	35.4	35.5	35.2	34.6	34.4	35.0	34.6		
Electrical work.....	38.2	38.7	38.5	38.4	37.7	37.8	39.1	38.7	38.9	38.7	38.3	38.5	38.5	38.1	38.4		
Other special-trade contractors.....	33.6	33.4	34.0	34.1	31.4	33.5	35.8	35.1	36.1	35.9	35.5	35.0	35.1	34.8	34.7		
Average hourly earnings																	
Mining.....	\$2.72	\$2.60	\$2.73	\$2.74	\$2.70	\$2.68	\$2.60	\$2.68	\$2.67	\$2.68	\$2.60	\$2.70	\$2.71	\$2.66	\$2.56		
Metal.....	2.73	2.71	2.70	2.71	2.72	2.70	2.72	2.71	2.68	2.69	2.67	2.67	2.68	2.67	2.48		
Iron.....	2.99	2.96	2.96	2.95	2.92	2.87	2.87	2.87	2.84	2.87	2.80	2.80	2.80	2.67	2.77		
Copper.....	2.71	2.69	2.68	2.69	2.69	2.71	2.71	2.69	2.66	2.67	2.63	2.63	2.60	2.51	2.43		
Lead and zinc.....	2.25	2.25	2.28	2.28	2.29	2.28	2.29	2.30	2.29	2.29	2.29	2.29	2.28	2.26	2.17		
Anthracite.....	2.72	2.68	2.87	2.81	2.74	2.73	2.76	2.74	2.74	2.75	2.75	2.78	2.77	2.75	2.63		
Bituminous coal.....	3.25	3.25	3.27	3.29	3.26	3.25	3.27	3.26	3.26	3.28	3.28	3.27	3.27	3.25	3.03		
Crude-petroleum and natural-gas production:																	
Petroleum and natural-gas production (except contract services).....	2.96	2.91	2.94	2.97	2.83	2.83	2.84	2.84	2.79	2.84	2.81	2.83	2.83	2.81	2.60		
Nonmetallic mining and quarrying.....	2.30	2.29	2.30	2.31	2.31	2.31	2.30	2.30	2.28	2.28	2.25	2.25	2.25	2.18	2.07		
Contract construction.....	3.37	3.37	3.40	3.39	3.38	3.32	3.32	3.31	3.28	3.27	3.24	3.24	3.23	3.12	3.01		
Nonbuilding construction.....	3.02	3.00	3.03	3.05	3.04	2.97	3.02	3.01	3.00	2.96	2.91	2.90	2.87	2.81	2.73		
Highway and street construction.....	2.78	2.71	2.70	2.80	2.52	2.78	2.88	2.85	2.85	2.80	2.76	2.69	2.68	2.63	2.54		
Other nonbuilding construction.....	3.24	3.23	3.26	3.24	3.21	3.17	3.18	3.19	3.17	3.14	3.09	3.12	3.08	2.90	2.90		
Building construction.....	3.46	3.46	3.48	3.47	3.46	3.42	3.42	3.40	3.37	3.37	3.34	3.34	3.32	3.22	3.10		
General contractors.....	3.18	3.16	3.19	3.18	3.19	3.16	3.15	3.14	3.11	3.10	3.07	3.08	3.05	2.96	2.88		
Special-trade contractors.....	3.60	3.61	3.63	3.62	3.60	3.56	3.55	3.54	3.51	3.52	3.49	3.48	3.47	3.35	3.23		
Plumbing and heating.....	3.66	3.64	3.66	3.66	3.64	3.60	3.60	3.58	3.54	3.53	3.54	3.51	3.51	3.41	3.26		
Painting and decorating.....	3.50	3.46	3.50	3.47	3.46	3.43	3.43	3.42	3.38	3.40	3.37	3.37	3.36	3.24	3.12		
Electrical work.....	4.02	4.04	4.01	4.00	3.95	3.95	3.98	3.92	3.89	3.90	3.86	3.85	3.84	3.70	3.55		
Other special-trade contractors.....	3.50	3.52	3.54	3.53	3.52	3.47	3.47	3.47	3.45	3.46	3.42	3.42	3.40	3.27	3.16		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961					1960								Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
Average weekly earnings															
Manufacturing	\$91.57	\$90.71	\$90.25	\$90.25	\$89.55	\$90.39	\$91.31	\$91.08	\$90.35	\$91.14	\$91.60	\$91.37	\$89.60	\$89.47	\$83.80
Durable goods.....	90.35	87.06	87.07	87.22	86.97	87.42	88.89	88.15	87.20	87.76	88.98	88.58	87.36	87.10	80.06
Nondurable goods.....	82.43	82.04	81.02	81.41	80.18	81.48	81.51	81.72	81.77	82.37	82.16	81.35	79.82	79.60	78.27
Durable goods															
Ordinance and accessories	110.43	109.80	100.48	109.48	108.14	109.34	108.27	108.14	105.00	105.20	107.30	107.79	106.49	105.06	101.43
Lumber and wood products	80.58	77.80	76.23	77.90	77.59	77.18	81.58	84.19	81.97	81.35	83.84	81.40	80.20	79.79	75.41
Sawmills and planing mills.....	77.81	74.69	73.54	74.11	74.30	74.30	77.61	80.00	80.00	79.00	81.18	78.94	77.95	77.74	73.23
Millwork, plywood, and prefabricated structural wood products.....	85.46	83.18	80.70	80.88	81.54	79.93	83.20	82.56	84.00	82.89	83.37	84.42	82.97	84.05	79.38
Wooden containers.....	59.95	58.71	58.71	57.51	56.85	59.19	60.89	59.37	60.74	63.14	62.42	62.47	60.70	59.79	56.88
Miscellaneous wood products.....	68.68	67.87	67.37	66.97	66.36	68.28	69.70	69.19	68.45	68.61	70.55	69.29	68.04	66.42	63.63
Furniture and fixtures	72.54	72.74	71.98	71.24	75.01	74.05	75.55	75.74	75.89	74.40	74.77	74.19	73.82	74.44	70.31
Household furniture.....	68.29	67.55	67.20	66.33	70.80	69.52	71.10	71.40	71.23	69.30	69.83	69.65	68.83	70.93	66.76
Office, public-building, and professional furniture.....	84.77	86.03	85.84	84.99	86.43	85.81	88.99	88.58	89.03	88.88	88.40	87.54	86.88	85.49	79.79
Partitions, shelving, lockers, and fixtures.....	91.72	94.14	94.71	92.88	92.49	94.95	95.83	95.20	97.27	97.68	96.76	94.60	92.10	91.66	86.97
Screens, blinds, and miscellaneous furniture and fixtures.....	77.02	76.63	75.47	75.86	76.44	77.79	79.95	77.20	77.76	76.57	77.38	76.76	72.91	73.93	71.86
Average weekly hours															
Manufacturing	39.3	39.1	38.9	38.9	38.6	39.3	39.7	39.6	39.8	39.8	40.0	39.9	39.3	40.3	39.2
Durable goods.....	39.9	39.5	39.3	39.2	39.1	39.6	40.2	39.9	40.0	39.9	40.4	40.4	39.9	40.8	39.5
Nondurable goods.....	38.7	38.7	38.4	38.4	38.0	38.8	39.0	39.1	39.5	39.6	39.5	39.3	38.6	39.6	38.8
Durable goods															
Ordinance and accessories	40.9	40.7	40.7	40.7	40.2	40.8	40.4	40.5	40.0	40.0	40.8	41.3	40.8	41.2	40.9
Lumber and wood products	39.5	38.9	38.5	38.8	38.6	38.4	39.6	39.9	39.6	39.3	40.5	40.1	39.9	40.5	39.9
Sawmills and planing mills.....	39.7	38.9	38.5	38.6	38.9	38.9	39.8	40.2	40.2	39.9	41.0	40.9	40.6	40.7	39.8
Millwork, plywood, and prefabricated structural wood products.....	40.5	39.8	38.8	38.7	39.2	38.8	40.0	39.5	40.0	39.1	39.7	40.2	39.7	41.0	40.5
Wooden containers.....	39.7	39.4	39.4	38.6	37.9	39.2	39.8	38.3	39.7	41.0	40.8	41.1	40.2	40.4	39.5
Miscellaneous wood products.....	40.4	40.4	40.1	40.1	39.5	40.4	41.0	40.7	40.5	40.6	41.0	40.5	41.0	40.5	40.2
Furniture and fixtures	39.0	38.9	38.7	38.3	39.9	39.6	40.4	40.5	40.8	40.0	40.2	40.1	39.9	40.9	39.5
Household furniture.....	38.8	38.6	38.4	37.9	40.0	39.5	40.4	40.6	40.7	39.6	39.9	39.8	39.9	41.0	39.5
Office, public-building, and professional furniture.....	39.8	40.2	40.3	39.9	40.2	40.1	41.2	41.2	41.8	41.5	41.5	41.1	40.6	41.1	39.8
Partitions, shelving, lockers, and fixtures.....	38.7	38.9	39.3	38.7	38.7	39.4	39.6	39.5	40.7	40.7	41.0	40.6	39.7	40.2	38.9
Screens, blinds, and miscellaneous furniture and fixtures.....	39.7	39.5	38.7	38.9	39.2	40.1	41.0	40.0	40.5	40.3	40.8	40.4	39.2	40.4	40.2
Average hourly earnings															
Manufacturing	\$2.33	\$2.32	\$2.35	\$2.35	\$2.32	\$2.30	\$2.30	\$2.30	\$2.27	\$2.29	\$2.29	\$2.29	\$2.28	\$2.22	\$2.13
Durable goods.....	2.49	2.48	2.47	2.48	2.48	2.46	2.46	2.46	2.43	2.45	2.45	2.44	2.44	2.38	2.28
Nondurable goods.....	2.13	2.12	2.11	2.12	2.11	2.10	2.09	2.09	2.07	2.08	2.08	2.07	2.06	2.01	1.94
Durable goods															
Ordinance and accessories	2.70	2.70	2.69	2.69	2.69	2.68	2.68	2.67	2.64	2.63	2.63	2.61	2.61	2.55	2.48
Lumber and wood products	2.04	2.00	1.98	2.00	2.01	2.01	2.06	2.11	2.07	2.07	2.07	2.03	2.01	1.97	1.89
Sawmills and planing mills.....	1.96	1.92	1.91	1.92	1.91	1.91	1.95	1.99	1.99	1.98	1.98	1.93	1.92	1.91	1.84
Millwork, plywood, and prefabricated structural wood products.....	2.11	2.09	2.08	2.09	2.08	2.06	2.08	2.09	2.10	2.12	2.10	2.10	2.09	2.05	1.96
Wooden containers.....	1.51	1.49	1.49	1.49	1.50	1.51	1.53	1.53	1.53	1.54	1.53	1.52	1.51	1.48	1.44
Miscellaneous wood products.....	1.70	1.68	1.68	1.67	1.68	1.69	1.70	1.70	1.69	1.69	1.70	1.69	1.69	1.62	1.58
Furniture and fixtures	1.86	1.87	1.86	1.86	1.88	1.87	1.87	1.87	1.86	1.86	1.86	1.85	1.85	1.82	1.78
Household furniture.....	1.76	1.75	1.75	1.75	1.77	1.76	1.75	1.76	1.75	1.75	1.75	1.75	1.75	1.73	1.69
Office, public-building, and professional furniture.....	2.13	2.14	2.13	2.13	2.15	2.14	2.16	2.15	2.13	2.13	2.13	2.13	2.14	2.08	2.02
Partitions, shelving, lockers, and fixtures.....	2.37	2.42	2.41	2.40	2.39	2.41	2.42	2.41	2.39	2.40	2.36	2.33	2.32	2.28	2.21
Screens, blinds, and miscellaneous furniture and fixtures.....	1.94	1.94	1.95	1.95	1.95	1.94	1.95	1.93	1.92	1.90	1.91	1.90	1.86	1.83	1.78

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961					1960									Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958	
	Average weekly earnings															
Manufacturing—Continued																
Durable goods—Continued																
Stone, clay, and glass products.....	\$93.26	\$92.86	\$91.54	\$91.54	\$91.48	\$94.02	\$94.07	\$92.75	\$93.89	\$93.02	\$93.07	\$92.84	\$91.08	\$90.83	\$84.80	
Flat glass.....	117.80	121.99	121.99	124.03	130.29	135.79	133.66	126.54	125.42	124.26	125.29	124.97	123.78	113.46	113.10	
Glass and glassware, pressed or blown.....	93.69	94.47	94.07	92.90	91.26	93.60	92.57	91.25	92.86	91.54	92.86	93.15	89.47	88.13	85.75	
Glass products made of purchased glass.....	74.30	73.92	74.50	73.91	78.38	79.32	79.10	78.34	74.48	74.84	73.71	72.95	71.82	73.45	71.55	
Cement, hydraulic.....	103.72	103.46	101.00	101.65	103.05	105.56	104.75	105.18	103.57	106.71	105.63	104.14	101.18	98.98	92.92	
Structural clay products.....	83.02	80.99	79.17	79.97	79.56	81.60	82.01	81.60	83.64	82.22	83.43	83.23	83.03	80.39	75.25	
Pottery and related products.....	82.88	82.94	81.31	79.79	80.14	83.76	83.76	80.41	83.28	79.21	82.46	81.70	81.76	79.80	73.24	
Concrete, gypsum, and plaster products.....	96.08	93.66	91.24	91.94	90.61	93.50	95.91	95.48	96.36	95.26	94.60	93.74	92.02	91.96	86.43	
Cut-stone and stone products.....	78.50	77.49	75.43	75.95	74.67	75.98	78.28	76.73	78.62	75.89	77.27	78.81	77.61	75.44	73.31	
Miscellaneous nonmetallic mineral products.....	97.93	96.40	96.24	96.24	96.23	97.04	97.77	97.53	98.49	97.20	96.96	97.44	95.84	96.93	87.96	
Primary metal industries.....	111.74	108.97	107.73	107.82	105.28	104.72	106.12	106.78	106.68	108.75	109.70	109.70	112.20	112.72	100.97	
Blast furnaces, steel works, and rolling mills.....	119.32	115.44	113.77	114.25	109.84	106.86	109.63	110.60	110.53	113.83	115.74	116.21	122.22	122.28	108.00	
Iron and steel foundries.....	96.01	94.63	93.25	92.62	94.12	94.13	95.76	95.76	96.98	97.61	97.61	96.61	96.48	97.44	85.93	
Primary smelting and refining of nonferrous metals.....	108.95	107.87	109.89	109.75	110.43	110.83	110.29	111.51	110.43	109.74	108.24	108.47	112.25	105.93	96.05	
Secondary smelting and refining of nonferrous metals.....	97.85	96.40	95.20	98.01	94.47	96.48	96.08	95.20	94.40	94.00	93.67	95.06	94.77	94.16	88.84	
Rolling, drawing, and alloying of nonferrous metals.....	114.40	112.33	110.00	110.42	108.63	110.42	110.42	110.15	109.59	111.78	110.83	108.54	106.53	110.62	100.90	
Nonferrous foundries.....	103.57	102.00	103.17	101.89	101.38	101.09	102.11	101.96	101.96	101.81	101.91	101.50	67.32	100.28	93.06	
Miscellaneous primary metal industries.....	110.83	108.64	108.81	108.25	108.64	108.74	109.42	109.42	108.47	109.87	109.85	110.12	110.40	113.85	102.31	
Average weekly hours																
Stone, clay, and glass products.....	40.2	40.2	39.8	39.8	39.6	40.7	40.9	40.5	41.0	40.8	41.0	40.9	40.3	41.1	40.0	
Flat glass.....	38.0	39.1	39.1	39.5	41.1	42.7	41.9	40.3	40.2	39.7	39.9	39.8	39.8	41.6	38.6	
Glass and glassware, pressed or blown.....	39.7	40.2	40.2	39.7	39.0	40.0	39.9	39.5	40.2	39.8	40.2	40.5	38.9	39.7	39.7	
Glass products made of purchased glass.....	38.3	38.3	38.6	38.9	40.4	41.1	41.2	40.8	39.2	39.6	39.0	38.6	38.0	39.7	39.1	
Cement, hydraulic.....	40.2	40.1	39.3	39.4	40.1	40.6	40.6	40.3	40.3	41.2	41.1	41.0	40.8	40.9	40.4	
Structural clay products.....	40.3	39.7	39.0	39.2	39.0	40.0	40.2	40.0	41.0	40.5	41.3	41.0	40.7	40.6	39.4	
Pottery and related products.....	37.5	37.7	37.3	36.6	37.1	38.6	38.6	37.4	38.2	36.5	38.0	38.0	38.2	38.0	35.9	
Concrete, gypsum, and plaster products.....	42.7	42.0	41.1	41.6	41.0	42.5	43.4	43.4	44.0	44.1	44.0	43.4	42.8	44.0	43.0	
Cut-stone and stone products.....	41.1	41.0	39.7	40.4	39.3	40.2	41.2	40.6	41.6	40.8	41.1	41.7	41.5	41.0	40.5	
Miscellaneous nonmetallic mineral products.....	40.3	40.0	40.1	40.1	39.6	40.1	40.4	40.3	40.7	40.5	40.4	40.6	40.1	41.6	39.8	
Primary metal industries.....	38.8	38.1	37.8	37.7	37.2	37.4	37.9	38.0	38.1	38.7	38.9	38.9	39.4	40.4	38.1	
Blast furnaces, steel works, and rolling mills.....	38.0	37.0	36.7	36.5	35.5	35.5	36.3	36.5	36.6	37.2	37.7	38.1	39.3	39.7	37.5	
Iron and steel foundries.....	38.1	37.7	37.3	36.9	37.2	37.5	38.0	38.0	38.7	39.2	39.2	38.8	38.5	40.1	37.2	
Primary smelting and refining of nonferrous metals.....	40.5	40.4	40.7	40.8	40.9	41.2	41.0	41.3	40.9	41.1	41.0	41.4	42.2	40.9	40.1	
Secondary smelting and refining of nonferrous metals.....	40.6	40.0	39.5	40.5	39.2	40.2	40.2	40.0	40.0	40.0	40.2	40.8	40.5	41.3	40.2	
Rolling, drawing, and alloying of nonferrous metals.....	41.3	40.7	40.0	40.3	39.5	40.3	40.3	40.2	40.4	41.4	41.2	40.5	39.9	41.9	40.2	
Nonferrous foundries.....	40.3	40.0	40.3	39.8	39.6	39.8	40.2	40.3	40.3	40.4	40.6	40.6	39.4	41.1	39.6	
Miscellaneous primary metal industries.....	39.3	38.8	39.0	38.8	38.8	39.4	39.5	39.5	39.3	39.7	39.8	39.9	40.0	41.4	39.2	
Average hourly earnings																
Stone, clay, and glass products.....	\$2.32	\$2.31	\$2.30	\$2.30	\$2.31	\$2.31	\$2.30	\$2.29	\$2.29	\$2.28	\$2.27	\$2.27	\$2.26	\$2.21	\$2.12	
Flat glass.....	3.10	3.12	3.12	3.14	3.17	3.18	3.19	3.14	3.12	3.13	3.14	3.14	3.11	3.16	2.93	
Glass and glassware, pressed or blown.....	2.36	2.35	2.34	2.34	2.34	2.34	2.32	2.31	2.31	2.30	2.31	2.30	2.30	2.22	2.16	
Glass products made of purchased glass.....	1.94	1.93	1.93	1.90	1.94	1.93	1.92	1.90	1.89	1.89	1.89	1.89	1.89	1.85	1.83	
Cement, hydraulic.....	2.58	2.58	2.57	2.58	2.57	2.60	2.58	2.61	2.57	2.59	2.57	2.54	2.48	2.42	2.30	
Structural clay products.....	2.06	2.04	2.03	2.04	2.04	2.04	2.04	2.04	2.04	2.03	2.02	2.03	2.04	1.98	1.91	
Pottery and related products.....	2.21	2.20	2.18	2.18	2.16	2.17	2.17	2.15	2.18	2.17	2.17	2.15	2.14	2.10	2.04	
Concrete, gypsum, and plaster products.....	2.25	2.23	2.22	2.21	2.21	2.20	2.21	2.20	2.19	2.16	2.15	2.16	2.15	2.09	2.01	
Cut-stone and stone products.....	1.91	1.89	1.90	1.88	1.90	1.89	1.90	1.89	1.89	1.86	1.88	1.89	1.87	1.84	1.81	
Miscellaneous nonmetallic mineral products.....	2.43	2.41	2.40	2.40	2.43	2.42	2.42	2.42	2.42	2.40	2.40	2.40	2.39	2.33	2.21	
Primary metal industries.....	2.88	2.86	2.85	2.86	2.83	2.80	2.80	2.81	2.80	2.81	2.82	2.82	2.85	2.79	2.65	
Blast furnaces, steel works, and rolling mills.....	3.14	3.12	3.10	3.13	3.08	3.01	3.02	3.03	3.02	3.06	3.07	3.05	3.11	3.08	2.88	
Iron and steel foundries.....	2.52	2.51	2.50	2.51	2.53	2.51	2.52	2.52	2.48	2.49	2.49	2.49	2.48	2.43	2.31	
Primary smelting and refining of nonferrous metals.....	2.69	2.67	2.70	2.69	2.70	2.69	2.69	2.70	2.70	2.67	2.64	2.62	2.66	2.59	2.47	
Secondary smelting and refining of nonferrous metals.....	2.41	2.41	2.41	2.42	2.41	2.40	2.39	2.38	2.36	2.35	2.33	2.33	2.34	2.28	2.21	
Rolling, drawing, and alloying of nonferrous metals.....	2.77	2.76	2.75	2.74	2.75	2.74	2.74	2.74	2.72	2.70	2.69	2.68	2.67	2.64	2.51	
Nonferrous foundries.....	2.57	2.55	2.56	2.56	2.56	2.54	2.54	2.53	2.53	2.52	2.51	2.50	2.47	2.44	2.35	
Miscellaneous primary metal industries.....	2.82	2.80	2.79	2.79	2.80	2.76	2.77	2.77	2.76	2.76	2.76	2.76	2.76	2.75	2.61	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961					1960								Annual average	
	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
	Average weekly earnings														
Manufacturing—Continued															
Durable goods—Continued															
Fabricated metal products.....	\$99.85	\$97.81	\$96.82	\$97.07	\$96.58	\$98.15	\$100.04	\$100.94	\$100.45	\$99.63	\$100.21	\$99.96	\$96.56	\$97.41	\$90.80
Tin cans and other tinware.....	117.55	114.90	115.87	116.72	114.45	114.90	114.09	115.79	119.26	119.94	118.40	116.47	111.66	112.36	104.42
Cutlery, handtools, and hardware.....	93.69	92.67	89.15	92.28	93.30	95.27	95.34	94.56	94.77	93.83	93.60	93.90	90.85	92.25	88.15
Heating apparatus (except electric) and plumbers' supplies.....	95.68	94.23	93.60	92.54	91.06	90.30	92.90	93.30	93.38	92.81	92.98	92.28	89.71	91.83	87.91
Fabricated structural metal products.....	100.65	100.15	99.40	99.60	99.10	100.94	101.68	102.18	101.84	102.20	102.09	100.86	98.74	96.72	93.48
Metal stamping, coating, and engraving.....	104.09	100.19	98.42	97.27	98.94	101.24	104.70	100.62	107.17	103.97	107.33	108.00	102.21	102.58	92.63
Lighting fixtures.....	87.78	85.87	86.33	86.71	86.41	89.04	94.48	93.79	86.24	87.02	91.08	89.60	86.02	87.72	80.17
Fabricated wire products.....	93.38	92.46	93.32	92.00	89.24	89.72	90.35	90.12	89.60	88.78	88.78	89.38	87.91	89.60	83.74
Miscellaneous fabricated metal products.....	96.47	95.83	94.47	94.47	93.99	95.82	96.48	94.64	95.91	95.20	95.68	95.75	93.77	97.44	88.53
Machinery (except electrical).....	106.78	105.32	104.92	104.92	103.74	103.46	104.49	103.57	103.68	105.11	105.88	104.14	104.04	103.25	94.28
Engines and turbines.....	117.29	114.62	113.81	112.84	114.45	113.65	112.80	113.08	114.90	112.33	114.26	113.15	108.38	110.42	102.38
Agricultural machinery and tractors.....	108.54	107.19	108.00	106.13	106.27	104.94	104.80	104.66	104.12	102.43	102.80	102.91	102.80	104.09	95.59
Construction and mining machinery.....	104.90	102.17	101.77	101.12	101.77	101.24	101.49	100.86	100.84	102.00	102.77	102.47	101.05	101.35	91.89
Metalworking machinery.....	116.47	114.93	113.96	112.61	111.23	109.62	111.25	109.62	110.84	118.30	122.24	123.36	120.37	114.06	101.38
Special-industry machinery (except metalworking machinery).....	101.02	99.88	100.61	100.12	100.21	100.83	101.50	101.02	101.40	102.37	102.61	102.12	99.66	98.05	89.85
General industrial machinery.....	103.94	102.66	102.51	102.11	100.95	102.11	102.87	102.72	102.22	102.66	103.91	103.16	101.34	100.94	93.06
Office and store machines and devices.....	107.59	106.52	106.63	106.37	104.66	105.97	106.60	105.30	101.63	105.88	103.42	103.28	101.20	98.89	93.30
Service-industry and household machines.....	101.45	100.19	98.78	100.84	99.54	98.50	98.70	98.46	96.87	96.62	98.65	99.14	98.00	97.29	90.68
Miscellaneous machinery parts.....	102.91	101.75	101.75	102.26	99.96	100.69	101.85	101.20	100.65	100.25	101.28	100.85	98.70	101.43	92.73
Average weekly hours															
Fabricated metal products.....	40.1	39.6	39.2	39.3	39.1	39.9	40.5	40.7	41.0	40.5	40.9	40.8	39.9	41.1	40.0
Tin cans and other tinware.....	41.1	40.6	40.8	41.1	40.3	40.6	40.6	41.8	42.9	43.8	42.9	42.2	40.9	42.4	41.6
Cutlery, handtools, and hardware.....	39.7	39.1	38.1	39.1	39.2	40.2	40.4	39.9	40.5	40.1	40.0	40.3	39.5	41.0	39.7
Heating apparatus (except electric) and plumbers' supplies.....	39.7	39.1	39.0	38.4	38.1	38.1	39.2	39.2	39.4	39.2	39.4	39.1	38.5	40.1	39.6
Fabricated structural metal products.....	40.1	39.9	39.6	40.0	39.8	40.7	41.0	41.2	41.4	41.4	41.5	41.0	40.3	40.3	40.1
Metal stamping, coating, and engraving.....	40.5	39.6	38.9	38.6	38.8	39.7	40.9	42.0	41.7	40.3	41.6	41.7	40.4	41.7	40.1
Lighting fixtures.....	38.5	38.2	38.2	38.2	37.9	39.4	40.9	40.6	40.2	39.2	40.3	40.0	39.1	40.8	39.3
Fabricated wire products.....	40.6	40.2	40.4	40.0	38.8	39.7	39.8	39.7	40.0	39.8	39.8	39.9	39.6	41.1	39.5
Miscellaneous fabricated metal products.....	39.7	39.6	39.2	39.2	39.0	39.8	40.2	39.6	40.3	40.0	40.2	40.4	39.9	42.0	39.7
Machinery (except electrical).....	40.6	40.2	40.2	40.2	39.9	40.1	40.5	40.3	40.5	40.9	41.2	41.3	40.8	41.3	39.6
Engines and turbines.....	41.3	40.5	40.5	40.3	40.3	40.3	40.9	40.1	40.6	40.7	41.1	40.7	39.7	41.2	40.1
Agricultural machinery and tractors.....	40.2	39.7	40.0	39.6	39.8	39.6	40.0	40.1	40.2	39.7	40.0	40.2	40.0	40.5	39.8
Construction and mining machinery.....	40.5	39.6	39.6	39.5	39.6	39.7	39.8	39.4	39.7	40.0	40.3	40.5	40.1	41.2	39.1
Metalworking machinery.....	41.3	40.9	40.7	40.8	40.3	40.3	40.9	40.6	40.9	42.4	43.5	43.5	43.3	42.4	39.6
Special-industry machinery (except metalworking machinery).....	40.9	40.6	40.9	40.7	40.9	41.2	41.6	41.4	42.1	42.3	42.4	42.2	41.7	41.9	39.8
General industrial machinery.....	40.6	40.1	40.2	40.2	39.6	40.2	40.5	40.6	40.8	40.9	41.4	41.1	40.7	41.2	39.6
Office and store machines and devices.....	40.6	40.5	40.7	40.6	40.1	40.6	41.0	40.5	39.7	41.2	40.4	40.5	40.0	40.2	39.7
Service-industry and household machines.....	40.1	39.6	39.2	39.7	39.5	39.4	39.8	39.7	39.7	39.6	40.1	40.3	40.0	40.5	39.6
Miscellaneous machinery parts.....	40.2	39.9	39.9	40.1	39.2	39.8	40.1	40.0	40.1	40.5	40.5	40.5	39.8	41.4	39.4
Average hourly earnings															
Fabricated metal products.....	\$2.49	\$2.47	\$2.47	\$2.47	\$2.47	\$2.46	\$2.47	\$2.48	\$2.46	\$2.46	\$2.45	\$2.45	\$2.42	\$2.37	\$2.27
Tin cans and other tinware.....	2.86	2.83	2.84	2.84	2.84	2.83	2.81	2.77	2.78	2.77	2.76	2.76	2.73	2.65	2.51
Cutlery, handtools, and hardware.....	2.36	2.37	2.34	2.36	2.38	2.37	2.36	2.37	2.34	2.34	2.34	2.33	2.30	2.25	2.17
Heating apparatus (except electric) and plumbers' supplies.....	2.41	2.41	2.40	2.41	2.39	2.37	2.37	2.38	2.37	2.36	2.36	2.36	2.33	2.29	2.22
Fabricated structural metal products.....	2.51	2.51	2.51	2.49	2.49	2.48	2.48	2.48	2.46	2.47	2.46	2.46	2.45	2.40	2.33
Metal stamping, coating, and engraving.....	2.57	2.53	2.53	2.52	2.55	2.55	2.56	2.61	2.57	2.58	2.58	2.59	2.53	2.46	2.31
Lighting fixtures.....	2.28	2.24	2.26	2.27	2.28	2.26	2.31	2.31	2.22	2.22	2.26	2.24	2.20	2.15	2.04
Fabricated wire products.....	2.30	2.30	2.31	2.30	2.30	2.26	2.27	2.27	2.24	2.23	2.23	2.24	2.22	2.18	2.12
Miscellaneous fabricated metal products.....	2.43	2.42	2.41	2.41	2.41	2.40	2.40	2.39	2.38	2.38	2.38	2.37	2.35	2.32	2.23
Machinery (except electrical).....	2.63	2.62	2.61	2.61	2.60	2.58	2.58	2.57	2.56	2.57	2.57	2.57	2.55	2.50	2.38
Engines and turbines.....	2.84	2.83	2.81	2.80	2.84	2.82	2.82	2.82	2.83	2.76	2.78	2.78	2.73	2.68	2.58
Agricultural machinery and tractors.....	2.70	2.70	2.70	2.68	2.67	2.65	2.62	2.61	2.60	2.58	2.57	2.56	2.57	2.57	2.42
Construction and mining machinery.....	2.59	2.58	2.57	2.56	2.57	2.55	2.55	2.56	2.54	2.55	2.55	2.53	2.52	2.46	2.36
Metalworking machinery.....	2.82	2.81	2.80	2.76	2.76	2.72	2.72	2.70	2.71	2.79	2.81	2.81	2.78	2.69	2.56
Special-industry machinery (except metalworking machinery).....	2.47	2.46	2.46	2.46	2.45	2.44	2.44	2.44	2.41	2.42	2.42	2.42	2.39	2.34	2.25
General industrial machinery.....	2.56	2.56	2.55	2.54	2.55	2.54	2.54	2.53	2.53	2.51	2.51	2.51	2.49	2.45	2.38
Office and store machines and devices.....	2.65	2.63	2.62	2.62	2.61	2.61	2.60	2.60	2.56	2.57	2.56	2.55	2.53	2.46	2.35
Service-industry and household machines.....	2.53	2.53	2.52	2.54	2.52	2.50	2.48	2.48	2.44	2.44	2.46	2.46	2.45	2.40	2.29
Miscellaneous machinery parts.....	2.56	2.55	2.55	2.55	2.55	2.53	2.54	2.53	2.51	2.50	2.50	2.49	2.48	2.45	2.33

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961				1960												Annual average	
	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1960	1959	1958		
Manufacturing—Continued																		
Durable goods—Continued																		
Average weekly earnings																		
Electrical machinery.....	\$94.16	\$93.30	\$93.77	\$93.77	\$92.28	\$93.20	\$93.09	\$93.03	\$91.77	\$90.39	\$92.23	\$91.37	\$88.98	\$89.91	\$88.14			
Electrical generating, transmission, distribution, and industrial apparatus.....	99.05	98.15	98.00	97.91	97.57	97.11	96.16	96.80	96.80	96.80	96.88	96.24	94.25	94.19	92.73			
Electrical appliances.....	96.24	95.44	94.38	93.56	89.68	90.48	92.00	89.93	90.00	90.62	91.25	91.80	89.17	89.27	88.36			
Insulated wire and cable.....	89.68	87.34	87.57	88.19	85.50	87.76	89.21	87.76	88.20	88.40	89.68	88.62	84.66	87.15	86.11			
Electrical equipment for vehicles.....	99.57	99.18	94.75	96.64	98.94	98.83	101.85	102.77	95.59	98.21	97.32	98.55	95.40	96.56	89.47			
Electric lamps.....	91.25	89.70	89.63	86.33	81.98	89.67	89.65	86.08	87.47	85.25	86.76	87.30	86.41	88.13	80.87			
Communication equipment.....	90.29	90.68	91.20	91.43	89.84	90.45	90.94	90.05	88.90	88.69	89.24	87.84	85.19	86.86	81.97			
Miscellaneous electrical products.....	89.72	88.26	92.52	94.54	91.20	90.72	90.58	89.90	89.82	89.15	88.43	89.68	89.20	88.94	85.03			
Transportation equipment.....	111.60	109.09	109.25	108.14	111.44	112.16	115.49	112.95	108.90	110.15	110.97	111.66	107.59	107.73	100.69			
Motor vehicles and equipment.....	111.67	107.80	105.56	104.81	111.79	113.77	119.39	116.82	108.64	111.20	112.87	113.85	108.23	110.16	99.96			
Aircraft and parts.....	112.75	113.99	114.82	114.13	113.44	112.61	111.93	111.24	110.84	110.97	110.87	110.29	107.07	106.63	101.91			
Ship and boat building and repairing.....	110.80	108.47	108.98	108.31	104.12	105.98	109.53	103.07	108.23	106.90	105.60	105.46	103.49	101.40	98.00			
Railroad equipment.....	105.45	107.26	103.49	106.02	106.39	103.58	108.67	106.95	107.24	107.90	110.65	111.39	110.26	107.41	100.70			
Other transportation equipment.....	91.83	91.88	90.00	87.94	88.09	89.94	88.46	86.75	83.63	84.80	86.36	86.63	84.38	80.13	82.74			
Average weekly hours																		
Electrical machinery.....	39.9	39.7	39.9	39.9	39.1	40.0	40.3	40.1	39.9	39.3	40.1	39.9	39.2	40.8	39.6			
Electrical generating, transmission, distribution, and industrial apparatus.....	40.1	39.9	40.0	39.8	39.5	39.8	39.9	40.0	40.0	40.2	40.1	39.6	40.6	39.7	39.6			
Electrical appliances.....	40.1	39.6	39.0	38.5	38.0	39.0	40.0	39.1	39.3	39.4	39.5	39.4	38.6	39.5	38.8			
Insulated wire and cable.....	42.3	41.2	41.5	41.6	39.4	41.2	41.3	41.2	41.8	41.8	42.3	42.2	40.9	41.9	41.4			
Electrical equipment for vehicles.....	39.2	39.2	37.9	38.5	38.8	39.1	40.1	40.3	38.7	39.6	39.4	39.9	39.1	40.4	38.9			
Electric lamps.....	39.5	39.0	39.1	37.7	35.8	39.5	40.2	38.6	39.4	38.4	39.8	39.5	39.1	40.8	39.3			
Communication equipment.....	39.6	39.6	40.0	40.1	39.1	40.2	40.6	40.2	40.0	38.6	40.2	39.7	38.9	40.4	39.6			
Miscellaneous electrical products.....	39.7	39.4	40.4	40.4	40.0	40.5	40.8	40.0	40.1	39.8	39.3	40.2	40.0	40.8	40.3			
Transportation equipment.....	40.0	39.6	39.3	38.9	39.8	40.2	41.1	40.2	39.6	40.2	40.5	40.9	39.7	40.8	39.8			
Motor vehicles and equipment.....	39.6	38.5	37.7	37.3	39.5	40.2	41.6	40.6	38.8	40.0	40.6	41.1	39.5	40.8	39.2			
Aircraft and parts.....	41.0	41.3	41.6	41.5	41.1	41.1	41.0	40.6	40.9	41.1	40.8	41.0	40.1	40.7	40.6			
Ship and boat building and repairing.....	40.0	39.3	39.2	39.1	37.9	38.4	39.4	37.4	39.5	39.3	39.7	40.1	39.5	39.0	39.2			
Railroad equipment.....	37.0	37.9	36.7	37.2	37.2	36.6	38.4	38.2	38.3	38.4	39.1	39.5	39.1	39.2	38.0			
Other transportation equipment.....	40.1	40.3	39.3	38.4	38.3	38.3	38.8	38.9	37.5	38.2	38.9	39.2	38.8	40.7	39.4			
Average hourly earnings																		
Electrical machinery.....	\$2.36	\$2.35	\$2.35	\$2.35	\$2.36	\$2.33	\$2.31	\$2.33	\$2.30	\$2.30	\$2.30	\$2.29	\$2.27	\$2.22	\$2.18			
Electrical generating, transmission, distribution, and industrial apparatus.....	2.47	2.46	2.45	2.46	2.47	2.44	2.41	2.42	2.42	2.42	2.41	2.40	2.38	2.32	2.26			
Electrical appliances.....	2.40	2.41	2.42	2.43	2.36	2.32	2.30	2.30	2.29	2.30	2.31	2.33	2.31	2.26	2.20			
Insulated wire and cable.....	2.12	2.12	2.11	2.12	2.17	2.13	2.16	2.13	2.11	2.13	2.12	2.10	2.07	2.08	2.08			
Electrical equipment for vehicles.....	2.54	2.53	2.50	2.51	2.55	2.52	2.54	2.55	2.47	2.48	2.47	2.47	2.44	2.39	2.30			
Electric lamps.....	2.31	2.30	2.30	2.29	2.29	2.27	2.23	2.23	2.22	2.22	2.23	2.21	2.21	2.16	2.08			
Communication equipment.....	2.28	2.29	2.28	2.28	2.29	2.25	2.24	2.24	2.22	2.22	2.22	2.20	2.19	2.15	2.07			
Miscellaneous electrical products.....	2.26	2.24	2.29	2.34	2.28	2.24	2.22	2.24	2.24	2.24	2.25	2.23	2.23	2.18	2.11			
Transportation equipment.....	2.79	2.77	2.78	2.78	2.80	2.79	2.81	2.81	2.75	2.74	2.74	2.73	2.71	2.66	2.53			
Motor vehicles and equipment.....	2.82	2.80	2.80	2.81	2.83	2.83	2.87	2.87	2.80	2.78	2.78	2.77	2.74	2.70	2.58			
Aircraft and parts.....	2.75	2.76	2.76	2.75	2.76	2.74	2.73	2.74	2.71	2.70	2.71	2.69	2.67	2.62	2.51			
Ship and boat building and repairing.....	2.77	2.76	2.78	2.77	2.80	2.76	2.78	2.78	2.74	2.73	2.66	2.63	2.62	2.60	2.50			
Railroad equipment.....	2.85	2.83	2.82	2.85	2.86	2.83	2.83	2.80	2.80	2.81	2.83	2.82	2.82	2.74	2.68			
Other transportation equipment.....	2.29	2.28	2.29	2.29	2.30	2.27	2.28	2.28	2.23	2.23	2.22	2.21	2.18	2.19	2.10			

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961					1960										Annual average	
	Apr. ³	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958		
Manufacturing—Continued																	
Average weekly earnings																	
Durable goods—Continued																	
Instruments and related products.....	\$97.93	\$97.53	\$96.64	\$96.88	\$94.47	\$96.63	\$95.99	\$95.44	\$95.99	\$95.75	\$95.65	\$94.77	\$93.43	\$93.25	\$87.38	\$87.38	
Laboratory, scientific, and engineering instruments.....	116.85	117.01	114.62	119.14	113.83	116.34	116.34	115.51	115.79	115.87	114.95	112.88	110.97	111.14	103.07	103.07	
Mechanical measuring and controlling instruments.....	96.72	96.08	94.80	94.24	91.80	94.71	92.97	92.04	91.87	92.57	93.90	93.90	92.80	92.62	86.72	86.72	
Optical instruments and lenses.....	99.47	98.33	97.69	99.72	100.12	101.09	98.81	98.88	97.17	98.77	98.77	98.36	94.13	92.25	88.51	88.51	
Surgical, medical, and dental instruments.....	84.21	83.81	85.06	84.02	80.85	85.88	86.51	85.68	85.06	85.48	85.89	83.62	81.90	82.82	78.00	78.00	
Ophthalmic goods.....	81.19	81.39	79.56	77.95	77.32	78.16	77.81	77.95	79.80	78.78	81.20	80.40	79.20	77.59	71.41	71.41	
Photographic apparatus.....	110.70	109.48	109.76	109.89	110.29	109.59	109.33	108.14	110.27	108.94	107.12	106.34	105.82	104.65	97.53	97.53	
Watches and clocks.....	77.79	80.57	79.18	78.96	73.46	76.24	77.42	76.43	80.60	79.00	78.01	77.41	75.65	77.41	73.71	73.71	
Miscellaneous manufacturing industries																	
Jewelry, silverware, and plated ware.....	78.80	78.61	78.80	78.41	76.03	78.40	78.20	77.03	77.60	76.44	77.41	77.41	76.05	76.57	73.26	73.26	
Musical instruments and parts.....	79.40	78.40	78.21	78.41	75.83	84.00	82.37	76.03	79.77	77.22	80.36	80.77	80.16	79.46	75.70	75.70	
Toys and sporting goods.....	89.04	89.78	90.09	91.35	91.94	94.24	95.34	93.56	90.58	88.66	90.17	87.38	86.58	88.99	83.79	83.79	
Pens, pencils, other office supplies.....	73.70	75.06	75.55	75.46	69.56	72.13	71.28	71.13	70.59	68.20	69.63	71.16	69.32	69.17	66.91	66.91	
Costume jewelry, buttons, notions.....	71.74	71.31	71.50	67.89	68.56	71.10	72.80	71.94	72.00	66.06	69.95	72.18	69.95	70.58	67.72	67.72	
Fabricated plastics products.....	71.37	69.84	70.20	70.23	67.15	71.10	70.71	68.82	68.56	67.64	70.22	68.29	66.33	68.90	65.18	65.18	
Other manufacturing industries.....	81.16	81.37	81.97	81.37	79.54	80.19	80.19	80.40	84.05	83.64	83.03	83.03	80.40	83.20	79.17	79.17	
Average weekly hours																	
Instruments and related products.....	40.3	40.3	40.1	40.2	39.2	40.6	40.5	40.1	40.5	40.4	40.7	40.5	40.1	40.9	39.9	39.9	
Laboratory, scientific, and engineering instruments.....	41.0	41.2	40.5	42.1	39.8	42.0	41.7	41.4	41.8	41.5	41.8	41.5	41.1	42.1	40.9	40.9	
Mechanical measuring and controlling instruments.....	40.3	40.2	40.0	40.1	38.9	40.3	39.9	39.5	39.6	39.9	40.3	40.3	40.0	40.8	39.6	39.6	
Surgical, medical, and dental instruments.....	40.6	40.3	40.2	40.7	41.2	41.6	41.0	41.2	41.0	41.5	41.5	41.5	40.4	41.0	40.6	40.6	
Ophthalmic goods.....	40.1	40.1	40.7	40.2	38.5	40.7	41.0	40.8	40.7	40.9	40.9	40.2	39.9	40.6	40.0	40.0	
Photographic apparatus.....	39.8	39.7	39.6	38.4	37.9	38.5	39.1	38.4	39.7	39.0	40.4	40.4	39.8	40.2	38.6	38.6	
Watches and clocks.....	40.7	40.4	40.5	40.4	41.0	41.2	41.1	40.5	41.3	40.8	41.2	40.9	40.7	41.2	40.3	40.3	
Miscellaneous manufacturing industries																	
Jewelry, silverware, and plated ware.....	39.6	39.5	39.6	39.4	38.4	40.0	40.1	39.5	40.0	39.4	39.9	39.9	39.2	40.3	39.0	39.0	
Musical instruments and parts.....	39.5	39.2	39.5	39.8	38.3	42.0	41.6	38.4	40.7	39.6	41.0	41.0	40.9	41.6	40.7	40.7	
Toys and sporting goods.....	39.4	39.9	40.4	40.6	40.5	41.7	42.0	41.4	40.8	40.3	40.8	39.9	39.9	41.2	39.9	39.9	
Pens, pencils, other office supplies.....	39.2	39.3	39.4	39.3	37.4	39.2	39.6	39.3	39.0	38.1	39.9	39.1	38.3	39.3	38.9	38.9	
Costume jewelry, buttons, notions.....	39.0	38.8	39.0	38.8	37.1	39.5	39.5	37.4	39.4	39.1	39.9	39.8	37.9	39.6	38.8	38.8	
Fabricated plastics products.....	40.7	40.4	40.3	40.1	38.9	40.6	40.7	41.0	41.0	40.8	40.7	40.9	39.8	41.6	40.6	40.6	
Other manufacturing industries.....	39.4	39.5	39.6	39.5	38.8	39.5	39.7	39.8	39.9	39.8	39.7	39.9	39.4	40.1	39.4	39.4	
Average hourly earnings																	
Instruments and related products.....	\$2.43	\$2.42	\$2.41	\$2.41	\$2.41	\$2.38	\$2.37	\$2.38	\$2.37	\$2.37	\$2.35	\$2.34	\$2.33	\$2.28	\$2.19	\$2.19	
Laboratory, scientific, and engineering instruments.....	2.85	2.84	2.83	2.83	2.86	2.77	2.79	2.79	2.77	2.78	2.75	2.72	2.70	2.64	2.53	2.53	
Mechanical measuring and controlling instruments.....	2.40	2.39	2.37	2.35	2.36	2.35	2.33	2.33	2.32	2.32	2.33	2.33	2.32	2.27	2.19	2.19	
Optical instruments and lenses.....	2.45	2.44	2.43	2.45	2.43	2.43	2.41	2.40	2.37	2.38	2.38	2.37	2.33	2.25	2.18	2.18	
Surgical, medical, and dental instruments.....	2.10	2.09	2.09	2.09	2.10	2.11	2.11	2.10	2.09	2.09	2.10	2.08	2.05	2.04	1.95	1.95	
Ophthalmic goods.....	2.04	2.05	2.04	2.03	2.04	2.03	1.99	2.03	2.01	2.02	2.01	1.99	1.99	1.93	1.85	1.85	
Photographic apparatus.....	2.72	2.71	2.71	2.72	2.69	2.66	2.66	2.67	2.67	2.67	2.60	2.60	2.60	2.54	2.42	2.42	
Watches and clocks.....	2.01	2.05	2.02	2.02	1.98	1.96	1.95	1.98	1.99	1.99	1.99	1.99	1.97	1.94	1.89	1.89	
Miscellaneous manufacturing industries																	
Jewelry, silverware, and plated ware.....	1.99	1.99	1.99	1.99	1.98	1.96	1.95	1.95	1.94	1.94	1.94	1.94	1.94	1.90	1.85	1.85	
Musical instruments and parts.....	2.01	2.00	1.98	1.97	1.98	2.00	1.98	1.98	1.96	1.95	1.96	1.97	1.96	1.91	1.86	1.86	
Toys and sporting goods.....	2.26	2.25	2.23	2.22	2.27	2.26	2.27	2.26	2.22	2.20	2.21	2.19	2.17	2.16	2.10	2.10	
Pens, pencils, other office supplies.....	1.88	1.91	1.92	1.92	1.86	1.84	1.80	1.81	1.81	1.79	1.79	1.82	1.81	1.76	1.72	1.72	
Costume jewelry, buttons, notions.....	1.83	1.81	1.81	1.82	1.79	1.80	1.82	1.84	1.80	1.80	1.78	1.80	1.78	1.76	1.71	1.71	
Fabricated plastics products.....	1.83	1.80	1.80	1.81	1.81	1.80	1.79	1.76	1.74	1.73	1.76	1.76	1.75	1.74	1.68	1.68	
Other manufacturing industries.....	2.08	2.08	2.07	2.07	2.08	2.05	2.05	2.05	2.04	2.06	2.04	2.03	2.02	2.00	1.95	1.95	
	2.06	2.06	2.07	2.06	2.05	2.03	2.02	2.02	2.02	2.03	2.02	2.03	2.02	1.98	1.93	1.93	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961					1960								Annual average	
	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
	Average weekly earnings														
Manufacturing—Continued															
Nondurable goods															
Food and kindred products.....	\$89.95	\$90.17	\$89.78	\$90.45	\$89.24	\$89.10	\$88.97	\$89.02	\$88.58	\$89.60	\$88.51	\$88.91	\$87.16	\$85.68	\$81.81
Meat products.....	99.70	100.25	99.29	101.56	101.59	102.18	101.11	102.51	99.70	100.94	98.90	99.55	95.74	97.23	91.08
Dairy products.....	90.01	90.01	90.01	90.01	88.94	89.40	89.40	91.76	90.30	91.79	90.73	90.01	89.21	86.32	81.90
Canning and preserving.....	70.08	69.94	69.93	68.82	67.71	64.79	72.00	74.60	74.03	70.71	67.86	70.05	69.75	67.64	66.13
Grain-mill products.....	97.61	97.41	97.65	100.57	99.21	99.44	101.93	99.46	98.35	99.01	94.61	94.18	92.87	92.66	89.79
Bakery products.....	89.13	89.15	90.23	88.31	88.53	89.91	89.51	89.06	88.48	89.16	88.54	87.05	85.79	83.21	79.00
Sugar.....	99.14	102.09	103.08	103.26	102.91	102.11	92.64	98.25	96.96	101.92	99.84	97.61	95.88	93.10	89.73
Confectionery and related products.....	74.43	73.45	73.05	73.42	69.30	70.88	72.85	74.66	73.12	72.10	72.62	71.50	68.92	68.90	66.30
Beverages.....	100.84	99.94	96.86	97.36	97.61	99.75	99.20	99.29	100.53	102.42	100.37	99.79	100.19	96.80	92.23
Miscellaneous food products.....	87.89	89.60	90.47	89.79	88.10	90.07	89.67	89.02	86.93	86.74	86.11	85.90	84.85	84.65	80.95
Tobacco manufactures.....	72.58	66.43	66.59	66.53	69.95	65.60	63.27	64.81	68.43	71.53	68.58	64.80	65.40	62.86	
Cigarettes.....	86.33	79.08	80.77	80.81	80.60	83.07	82.32	78.58	79.13	80.88	85.07	80.26	77.17	81.80	77.55
Cigars.....	53.95	52.27	52.56	54.31	54.65	58.26	56.79	55.01	54.72	53.58	54.38	54.43	49.48	53.02	51.70
Tobacco and snuff.....	72.20	70.12	69.38	70.68	72.52	67.90	70.49	69.19	70.47	67.52	70.46	68.08	66.06	66.82	62.79
Tobacco stemming and redrying.....	63.91	54.75	53.44	54.29	57.92	45.14	53.26	53.97	49.87	59.93	64.34	61.78	58.32	52.40	49.92
Average weekly hours															
Food and kindred products.....	39.8	39.9	39.9	40.2	40.2	40.5	41.0	41.6	41.2	41.1	40.6	40.6	39.8	40.8	40.7
Meat products.....	40.2	40.1	39.4	40.3	40.8	41.2	41.1	41.5	41.2	41.2	40.7	40.8	39.4	41.2	40.3
Dairy products.....	41.1	41.1	41.1	41.1	40.8	41.2	41.2	41.9	42.0	42.3	42.2	41.4	41.3	41.7	42.0
Canning and preserving.....	38.5	37.2	37.8	37.4	36.8	36.4	40.0	42.2	40.9	39.5	37.7	38.7	37.7	39.1	39.6
Grain-mill products.....	43.0	43.1	43.4	44.5	43.9	44.0	45.1	44.8	44.5	44.8	43.4	43.4	42.6	43.5	43.8
Bakery products.....	39.8	39.8	40.1	39.6	39.7	40.5	40.5	40.3	40.4	40.9	40.8	40.3	39.9	40.2	40.1
Sugar.....	40.8	41.5	42.6	44.7	51.2	50.8	42.3	40.6	40.4	41.6	41.6	40.5	40.8	43.3	44.2
Confectionery and related products.....	39.8	39.7	39.7	39.9	38.5	39.6	40.7	40.8	40.4	39.4	39.9	39.5	38.5	39.6	39.7
Beverages.....	39.7	39.5	38.9	39.1	39.2	39.9	40.0	40.2	40.7	41.3	40.8	40.4	40.4	40.5	40.1
Miscellaneous food products.....	40.5	41.1	41.5	41.0	40.6	41.7	41.9	41.6	41.2	41.5	41.4	41.3	40.6	41.7	41.8
Tobacco manufactures.....	38.4	36.7	37.2	37.8	39.3	37.7	40.5	40.3	37.9	37.6	39.3	38.1	36.0	39.4	39.1
Cigarettes.....	39.6	37.3	38.1	38.3	40.7	39.0	39.2	37.6	38.6	38.7	40.9	38.4	37.1	40.9	40.6
Cigars.....	36.7	35.8	36.0	37.2	37.2	39.1	38.9	38.2	38.0	36.7	37.5	37.8	34.6	37.6	37.8
Tobacco and snuff.....	37.8	37.3	37.5	38.0	39.2	36.7	37.9	37.4	38.3	37.1	38.5	37.2	36.1	38.4	37.6
Tobacco stemming and redrying.....	38.5	36.5	36.6	37.7	36.4	34.2	43.3	44.6	36.4	36.1	38.3	37.9	36.0	39.4	38.7
Average hourly earnings															
Food and kindred products.....	\$2.26	\$2.26	\$2.25	\$2.25	\$2.22	\$2.20	\$2.17	\$2.14	\$2.15	\$2.18	\$2.18	\$2.19	\$2.19	\$2.18	\$2.01
Meat products.....	2.48	2.50	2.52	2.52	2.49	2.48	2.46	2.47	2.42	2.45	2.43	2.44	2.43	2.36	2.26
Dairy products.....	2.19	2.19	2.19	2.19	2.18	2.17	2.17	2.19	2.15	2.17	2.15	2.15	2.16	2.07	1.95
Canning and preserving.....	1.92	1.88	1.85	1.84	1.84	1.78	1.80	1.77	1.81	1.79	1.80	1.81	1.85	1.73	1.67
Grain-mill products.....	2.27	2.26	2.25	2.26	2.26	2.26	2.26	2.22	2.21	2.21	2.18	2.17	2.18	2.13	2.05
Bakery products.....	2.24	2.24	2.25	2.23	2.23	2.22	2.21	2.21	2.19	2.18	2.17	2.16	2.15	2.07	1.97
Sugar.....	2.43	2.46	2.42	2.31	2.01	2.01	2.19	2.42	2.40	2.45	2.40	2.41	2.35	2.15	2.03
Confectionery and related products.....	1.87	1.85	1.84	1.84	1.80	1.79	1.79	1.83	1.81	1.83	1.82	1.81	1.79	1.74	1.67
Beverages.....	2.54	2.53	2.49	2.49	2.49	2.50	2.48	2.47	2.47	2.48	2.46	2.47	2.48	2.39	2.30
Miscellaneous food products.....	2.17	2.18	2.18	2.19	2.17	2.16	2.14	2.14	2.11	2.09	2.08	2.08	2.09	2.03	1.96
Tobacco manufactures.....	1.89	1.81	1.79	1.76	1.78	1.74	1.61	1.57	1.71	1.82	1.82	1.80	1.80	1.66	1.60
Cigarettes.....	2.18	2.12	2.12	2.11	2.13	2.13	2.10	2.09	2.05	2.09	2.08	2.09	2.08	2.00	1.91
Cigars.....	1.47	1.46	1.46	1.46	1.47	1.49	1.46	1.44	1.44	1.46	1.45	1.44	1.43	1.41	1.37
Tobacco and snuff.....	1.91	1.88	1.85	1.86	1.85	1.85	1.86	1.85	1.84	1.82	1.83	1.83	1.83	1.74	1.67
Tobacco stemming and redrying.....	1.66	1.50	1.46	1.44	1.47	1.32	1.23	1.21	1.37	1.66	1.68	1.63	1.62	1.33	1.29

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961				1960										Annual average	
	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958	
Manufacturing—Continued																
Average weekly earnings																
Nondurable goods—Continued																
Textile-mill products.....	\$63.96	\$63.24	\$62.76	\$61.56	\$61.88	\$63.18	\$63.24	\$62.05	\$64.31	\$64.31	\$65.53	\$65.36	\$63.75	\$63.43	\$58.29	
Scouring and combing plants.....	74.87	72.10	70.18	71.28	66.95	66.78	67.82	67.25	72.45	75.50	74.03	73.15	70.69	72.16	64.96	
Yarn and thread mills.....	59.06	57.53	56.70	55.12	56.10	57.53	56.63	56.02	58.29	58.98	59.74	59.89	56.49	58.95	52.86	
Broad-woven fabric mills.....	63.20	62.40	61.69	61.83	62.17	62.65	62.88	61.92	64.88	65.37	66.88	66.01	64.96	63.29	56.26	
Narrow fabrics and smallwares.....	66.86	66.07	65.90	64.24	63.46	65.07	64.51	64.18	66.80	65.57	68.30	68.29	65.11	65.53	60.37	
Knitting mills.....	56.98	57.29	56.76	54.57	54.57	57.38	57.90	57.15	58.29	57.60	58.67	58.22	55.95	57.51	54.73	
Dyeing and finishing textiles.....	73.93	73.57	74.52	69.92	69.70	71.86	71.20	67.94	70.58	70.62	73.00	74.05	71.28	71.48	66.83	
Carpets, rugs, other floor coverings.....	80.59	78.59	78.59	78.20	78.47	79.56	79.97	79.17	80.75	79.59	79.00	79.00	78.99	81.61	77.30	
Hats (except cloth and millinery).....	62.76	59.62	61.01	62.39	57.80	61.32	59.07	57.59	60.80	57.95	62.53	61.66	58.64	61.71	58.74	
Miscellaneous textile goods.....	76.59	75.62	73.70	75.03	73.91	75.62	70.78	75.64	75.58	75.41	76.55	75.58	73.42	73.71	68.95	
Apparel and other finished textile products.....	56.09	57.12	55.91	54.70	52.44	55.77	56.45	55.93	57.62	56.42	55.90	55.90	53.70	55.63	53.45	
Men's and boys' suits and coats.....	65.93	65.39	66.34	66.91	62.75	67.26	69.52	69.72	72.28	70.67	72.58	69.12	65.40	65.47	60.37	
Men's and boys' furnishings and work clothing.....	47.08	47.57	46.90	46.10	45.28	46.42	47.75	45.55	49.37	49.24	49.37	48.84	47.29	48.76	46.08	
Women's outerwear.....	61.07	62.12	59.31	56.70	53.63	58.45	57.85	57.70	61.08	58.65	58.95	59.00	56.10	59.51	57.63	
Women's, children's undergarments.....	52.42	53.00	51.77	51.48	49.39	52.99	53.65	52.05	52.11	50.26	51.12	51.08	48.99	51.29	49.59	
Millinery.....	61.99	70.85	74.84	63.03	53.94	58.74	69.52	67.04	66.48	67.03	58.66	55.94	54.65	62.63	64.05	
Children's outerwear.....	50.19	52.27	53.73	52.41	46.48	50.84	51.84	50.22	53.42	53.28	53.05	51.62	48.79	51.10	50.23	
Miscellaneous apparel and accessories.....	52.77	53.58	52.27	52.54	50.27	52.33	55.29	53.13	53.95	52.85	52.27	52.27	51.26	52.54	50.78	
Other fabricated textile products.....	63.58	64.63	62.79	62.36	62.53	67.03	66.30	63.08	61.56	63.79	61.94	61.66	58.67	59.59	54.98	
Average weekly hours																
Textile-mill products.....	39.0	38.8	38.5	38.0	38.2	39.0	38.8	38.3	39.7	39.7	40.2	40.1	39.6	40.4	38.6	
Scouring and combing plants.....	42.3	41.2	40.1	40.5	38.7	38.6	39.2	39.1	41.4	42.9	42.3	41.8	41.1	42.2	40.6	
Yarn and thread mills.....	38.6	38.1	37.3	36.5	37.4	38.1	37.5	37.1	38.6	38.8	39.3	39.4	39.4	40.1	37.4	
Broad-woven fabric mills.....	39.5	39.0	38.8	38.7	39.1	39.4	39.3	38.7	40.3	40.6	41.1	41.0	40.6	41.1	38.8	
Narrow fabrics and smallwares.....	39.8	39.8	39.7	38.7	38.0	38.5	38.4	38.2	40.0	39.5	40.9	40.3	39.7	40.7	39.2	
Knitting mills.....	37.0	37.2	37.1	35.9	35.9	37.5	37.9	37.6	38.6	38.4	38.6	38.3	37.3	38.6	37.5	
Dyeing and finishing textiles.....	41.3	41.1	41.4	39.5	39.6	40.6	40.0	38.6	40.1	39.9	41.9	41.6	40.8	41.8	40.8	
Carpets, rugs, other floor coverings.....	40.7	40.3	40.3	40.1	40.0	40.8	40.8	40.6	41.2	40.4	40.2	40.1	40.3	41.8	40.9	
Hats (except cloth and millinery).....	36.7	35.7	36.1	36.7	34.2	36.5	35.8	34.9	37.3	34.7	37.0	36.7	34.7	36.3	35.6	
Miscellaneous textile goods.....	40.1	39.8	39.2	39.7	38.9	39.8	40.2	39.6	40.2	39.9	40.5	40.2	39.9	40.5	39.4	
Apparel and other finished textile products.....	35.5	35.7	35.1	34.4	33.4	35.3	35.5	35.4	36.7	36.4	36.3	36.3	35.1	36.6	35.4	
Men's and boys' suits and coats.....	34.7	34.6	35.1	35.4	33.2	35.4	36.4	36.5	37.7	38.2	38.2	38.4	37.0	37.2	34.3	
Men's and boys' furnishings and work clothing.....	35.4	35.5	35.0	34.4	34.3	34.9	35.9	36.5	37.4	37.3	37.4	37.0	36.1	37.8	36.0	
Women's outerwear.....	34.5	34.9	33.7	32.4	31.0	33.4	32.5	32.6	34.9	34.3	33.7	34.5	33.0	34.6	34.1	
Women's, children's undergarments.....	36.4	36.3	35.7	35.5	34.3	36.8	37.0	36.4	36.7	35.9	36.0	35.7	34.5	36.9	36.2	
Millinery.....	32.8	36.9	37.8	33.0	29.8	32.1	36.4	35.1	36.0	34.2	32.0	30.4	29.7	34.2	35.0	
Children's outerwear.....	35.1	35.8	36.8	35.9	32.5	35.8	36.0	34.4	37.1	37.0	37.1	36.1	34.6	36.8	36.4	
Miscellaneous apparel and accessories.....	35.9	36.2	35.8	35.5	34.2	35.6	36.8	35.9	36.7	36.2	37.3	36.3	35.6	37.0	36.0	
Other fabricated textile products.....	38.3	38.7	37.6	36.9	37.0	39.2	39.0	38.0	38.0	38.2	38.0	38.3	36.9	38.2	37.4	
Average hourly earnings																
Textile-mill products.....	\$1.64	\$1.63	\$1.63	\$1.62	\$1.62	\$1.62	\$1.63	\$1.62	\$1.62	\$1.62	\$1.63	\$1.63	\$1.61	\$1.57	\$1.51	
Scouring and combing plants.....	1.77	1.75	1.75	1.76	1.73	1.73	1.73	1.72	1.75	1.76	1.75	1.75	1.72	1.71	1.60	
Yarn and thread mills.....	1.53	1.51	1.52	1.51	1.50	1.51	1.51	1.51	1.51	1.52	1.52	1.52	1.51	1.47	1.40	
Broad-woven fabric mills.....	1.60	1.60	1.59	1.59	1.59	1.59	1.60	1.60	1.61	1.61	1.62	1.62	1.60	1.54	1.45	
Narrow fabrics and smallwares.....	1.68	1.66	1.66	1.66	1.67	1.69	1.68	1.68	1.67	1.66	1.67	1.65	1.64	1.61	1.44	
Knitting mills.....	1.54	1.54	1.53	1.52	1.52	1.53	1.53	1.52	1.51	1.50	1.52	1.52	1.50	1.49	1.40	
Dyeing and finishing textiles.....	1.79	1.79	1.80	1.77	1.76	1.77	1.78	1.76	1.76	1.77	1.79	1.78	1.76	1.71	1.66	
Carpets, rugs, other floor coverings.....	1.98	1.95	1.95	1.95	1.96	1.96	1.96	1.95	1.96	1.97	1.98	1.97	1.96	1.95	1.80	
Hats (except cloth and millinery).....	1.71	1.67	1.69	1.70	1.69	1.68	1.65	1.65	1.63	1.67	1.69	1.68	1.69	1.70	1.65	
Miscellaneous textile goods.....	1.91	1.90	1.88	1.89	1.90	1.90	1.91	1.91	1.88	1.89	1.89	1.88	1.84	1.82	1.75	
Apparel and other finished textile products.....	1.58	1.60	1.59	1.59	1.57	1.58	1.59	1.58	1.57	1.55	1.54	1.54	1.53	1.52	1.51	
Men's and boys' suits and coats.....	1.90	1.89	1.89	1.89	1.89	1.90	1.91	1.91	1.92	1.85	1.90	1.90	1.77	1.76	1.76	
Men's and boys' furnishings and work clothing.....	1.33	1.34	1.34	1.34	1.32	1.33	1.33	1.33	1.32	1.32	1.32	1.32	1.31	1.29	1.28	
Women's outerwear.....	1.77	1.78	1.76	1.75	1.73	1.78	1.78	1.77	1.75	1.71	1.69	1.71	1.70	1.72	1.60	
Women's, children's undergarments.....	1.44	1.46	1.45	1.45	1.44	1.44	1.45	1.43	1.42	1.40	1.42	1.43	1.42	1.39	1.37	
Millinery.....	1.89	1.92	1.98	1.91	1.81	1.83	1.91	1.91	1.93	1.96	1.83	1.84	1.84	1.84	1.83	
Children's outerwear.....	1.43	1.46	1.46	1.46	1.43	1.42	1.44	1.46	1.44	1.44	1.43	1.43	1.41	1.40	1.38	
Miscellaneous apparel and accessories.....	1.47	1.48	1.46	1.48	1.47	1.47	1.50	1.48	1.47	1.46	1.44	1.44	1.44	1.43	1.41	
Other fabricated textile products.....	1.66	1.67	1.67	1.69	1.69	1.71	1.70	1.66	1.62	1.67	1.63	1.61	1.59	1.56	1.52	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961					1960										Annual average	
	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958		
Average weekly earnings																	
Manufacturing—Continued																	
Nondurable goods—Continued																	
Paper and allied products.....	\$98.33	\$96.98	\$96.74	\$96.28	\$95.35	\$96.97	\$97.71	\$98.14	\$97.75	\$97.33	\$97.13	\$96.05	\$93.63	\$94.16	\$88.83		
Pulp, paper, and paperboard mills.....	107.69	105.78	105.53	105.29	105.47	105.53	106.76	107.20	106.82	106.87	106.19	104.64	102.15	102.73	96.10		
Paperboard containers and boxes.....	91.02	89.51	88.66	88.22	85.24	85.34	91.10	91.30	90.69	88.99	89.64	88.34	86.43	87.78	82.41		
Other paper and allied products.....	87.10	87.31	86.48	85.44	85.01	85.08	85.06	85.08	85.90	85.49	85.70	86.11	84.26	83.42	78.96		
Printing, publishing, and allied industries.....	106.31	106.88	105.94	106.22	106.31	106.98	107.14	108.08	106.09	106.20	105.54	106.37	103.98	103.41	97.90		
Newspapers.....	112.29	110.63	110.28	110.28	115.16	114.16	113.49	113.49	110.14	111.47	112.10	113.31	110.05	108.28	103.43		
Periodicals.....	109.09	111.56	112.28	114.21	110.92	115.59	117.83	125.38	119.19	120.10	114.09	114.37	116.30	113.15	102.97		
Books.....	96.08	95.20	96.00	95.93	91.10	93.62	93.77	93.53	97.17	92.97	93.43	94.23	91.06	90.82	85.80		
Commercial printing.....	104.34	106.74	104.72	105.35	105.54	106.11	106.92	108.80	105.72	105.18	105.18	105.06	103.33	102.96	97.22		
Lithographing.....	110.21	111.28	108.47	108.47	106.30	107.25	107.64	110.48	112.16	109.97	109.53	110.55	105.23	106.40	98.81		
Greeting cards.....	76.38	75.44	75.08	76.24	71.00	73.68	74.40	73.66	71.55	73.30	69.74	73.53	70.48	70.07	67.03		
Bookbinding and related industries.....	84.04	84.70	85.14	85.03	81.99	83.71	83.93	82.56	82.64	82.60	82.64	81.20	79.92	80.50	74.86		
Miscellaneous publishing and printing services.....	119.57	121.59	120.96	119.11	115.44	118.27	117.66	118.87	116.73	119.81	116.18	115.97	118.06	116.19	110.78		
Average weekly hours																	
Paper and allied products.....	42.2	41.8	41.7	41.5	41.1	41.9	42.3	42.3	42.5	42.5	42.5	42.5	41.8	42.8	41.9		
Pulp, paper, and paperboard mills.....	43.6	43.0	42.9	42.8	42.7	42.9	43.4	43.4	43.6	43.8	43.7	43.6	43.1	43.9	42.9		
Paperboard containers and boxes.....	41.0	40.5	40.3	40.1	39.1	40.9	41.6	41.5	41.6	41.2	41.5	40.9	40.2	41.8	41.0		
Other paper and allied products.....	40.7	40.8	40.6	40.3	40.1	40.8	40.7	40.8	41.1	41.1	41.4	41.8	41.1	41.5	40.7		
Printing, publishing, and allied industries.....	37.7	37.9	37.7	37.8	37.7	38.2	38.4	38.6	38.3	38.2	38.1	38.4	37.8	38.3	37.8		
Newspapers.....	35.2	34.9	34.9	34.9	36.1	35.9	35.8	35.8	35.3	35.5	35.7	36.2	35.5	35.8	35.3		
Periodicals.....	39.1	39.7	40.1	40.5	39.9	40.7	41.2	42.5	41.1	41.7	40.6	40.7	40.6	40.7	39.3		
Books.....	40.2	40.0	40.0	39.8	38.6	39.5	39.9	39.8	41.0	39.9	40.1	40.5	40.2	39.7	39.0		
Commercial printing.....	38.5	39.1	38.5	39.1	38.8	39.3	39.6	40.0	39.3	39.1	39.1	39.2	38.7	39.6	39.2		
Lithographing.....	39.5	39.6	38.6	38.6	38.1	39.0	39.0	39.6	40.2	39.7	39.4	40.2	39.2	39.7	38.9		
Greeting cards.....	38.0	38.1	38.5	38.7	36.6	39.4	40.0	39.6	39.1	39.2	37.9	38.9	38.1	38.9	38.5		
Bookbinding and related industries.....	38.2	38.5	38.7	38.3	37.1	38.4	38.5	38.4	38.8	38.6	38.8	38.3	37.7	38.7	38.0		
Miscellaneous publishing and printing services.....	38.2	38.6	38.4	38.3	37.0	38.4	38.2	38.1	37.9	38.4	37.6	37.9	37.8	38.6	37.8		
Average hourly earnings																	
Paper and allied products.....	\$2.33	\$2.32	\$2.32	\$2.32	\$2.32	\$2.30	\$2.31	\$2.32	\$2.30	\$2.29	\$2.28	\$2.26	\$2.24	\$2.30	\$2.12		
Pulp, paper, and paperboard mills.....	2.47	2.46	2.46	2.46	2.47	2.46	2.46	2.47	2.45	2.44	2.43	2.40	2.37	2.34	2.24		
Paperboard containers and boxes.....	2.22	2.21	2.20	2.20	2.18	2.16	2.19	2.20	2.18	2.16	2.16	2.16	2.15	2.10	2.01		
Other paper and allied products.....	2.14	2.14	2.13	2.12	2.12	2.10	2.09	2.10	2.09	2.08	2.07	2.06	2.05	2.01	1.94		
Printing, publishing, and allied industries.....	2.82	2.82	2.81	2.81	2.82	2.80	2.79	2.80	2.77	2.78	2.77	2.77	2.75	2.70	2.69		
Newspapers.....	3.19	3.17	3.16	3.16	3.19	3.18	3.17	3.17	3.12	3.14	3.13	3.13	3.10	3.05	2.93		
Periodicals.....	2.79	2.81	2.80	2.82	2.78	2.84	2.86	2.85	2.80	2.86	2.81	2.81	2.84	2.78	2.62		
Books.....	2.39	2.38	2.40	2.36	2.36	2.37	2.35	2.35	2.37	2.33	2.33	2.31	2.28	2.28	2.20		
Commercial printing.....	2.71	2.73	2.72	2.72	2.72	2.70	2.70	2.72	2.69	2.69	2.69	2.68	2.67	2.60	2.48		
Lithographing.....	2.79	2.81	2.81	2.81	2.79	2.75	2.78	2.79	2.77	2.78	2.75	2.71	2.68	2.64	2.54		
Greeting cards.....	2.01	1.98	1.95	1.97	1.94	1.87	1.86	1.86	1.83	1.87	1.84	1.83	1.91	1.82	1.73		
Bookbinding and related industries.....	2.20	2.20	2.20	2.22	2.21	2.18	2.18	2.15	2.13	2.14	2.13	2.12	2.12	2.08	1.97		
Miscellaneous publishing and printing services.....	3.13	3.15	3.15	3.11	3.12	3.08	3.08	3.12	3.08	3.12	3.09	3.06	3.06	3.01	2.98		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961					1960										Annual average	
	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958		
Average weekly earnings																	
Manufacturing—Continued																	
Nondurable goods—Continued																	
Chemicals and allied products.....	\$105.32	\$104.90	\$104.30	\$104.81	\$104.30	\$105.16	\$104.24	\$104.90	\$104.90	\$106.08	\$105.59	\$103.58	\$104.41	\$100.02	\$94.48		
Industrial inorganic chemicals.....	117.29	116.88	115.62	117.58	116.75	117.03	117.16	117.16	116.05	117.46	116.20	114.53	117.45	111.64	104.70		
Industrial organic chemicals.....	112.34	111.25	110.98	110.98	111.25	111.65	110.16	110.97	110.42	113.13	112.67	110.77	112.29	106.81	100.04		
Drugs and medicines.....	95.68	95.99	95.58	95.18	93.53	95.75	94.30	95.18	94.02	94.60	94.19	93.73	92.75	90.58	85.88		
Soap, cleaning and polishing preparations.....	113.16	112.48	111.38	111.93	109.89	112.19	113.30	112.19	114.93	111.51	113.82	110.95	108.24	105.47	100.86		
Paints, pigments, and fillers.....	102.50	101.50	99.85	100.50	100.00	101.34	101.34	100.78	101.27	101.11	103.07	102.41	101.19	98.29	93.25		
Gum and wood chemicals.....	88.99	87.99	88.41	91.57	89.46	88.20	88.41	93.09	88.62	93.10	90.29	87.74	86.29	83.36	80.45		
Fertilizers.....	79.49	83.17	80.80	81.94	82.03	80.51	80.94	81.64	80.37	81.90	80.70	79.74	85.44	78.12	74.03		
Vegetable and animal oils and fats.....	90.05	88.54	88.91	91.35	87.81	90.09	90.94	90.35	90.50	92.42	92.17	89.42	87.23	85.44	82.21		
Miscellaneous chemicals.....	98.74	97.61	97.12	97.12	95.44	97.27	96.22	95.99	95.18	95.99	94.77	95.06	95.71	91.58	87.02		
Products of petroleum and coal.....	123.93	122.31	120.80	124.42	119.07	117.97	117.62	120.60	117.62	121.18	119.60	118.03	119.54	117.38	110.67		
Petroleum refining.....	129.47	127.48	126.36	129.60	123.32	122.91	121.80	124.53	120.90	124.84	123.22	123.11	124.23	121.29	114.90		
Coke, other petroleum and coal products.....	105.18	103.34	99.18	104.40	102.96	102.31	104.70	108.52	107.43	109.82	108.36	102.51	105.44	105.83	97.2		
Rubber products.....	100.47	97.66	97.27	98.81	99.58	99.57	101.49	98.28	100.15	103.53	102.72	100.04	94.60	101.60	92.69		
Tires and inner tubes.....	115.20	111.53	110.78	113.54	118.59	114.60	117.00	112.40	114.66	123.71	121.39	117.51	107.38	120.01	106.04		
Rubber footwear.....	86.65	82.92	85.60	82.32	79.09	82.16	82.59	79.18	81.40	82.21	82.82	81.40	77.01	79.19	76.62		
Other rubber products.....	92.80	90.62	90.16	91.01	89.40	92.17	93.73	92.10	92.75	91.66	92.34	90.12	88.43	92.99	84.59		
Average weekly hours																	
Chemicals and allied products.....	41.3	41.3	40.9	41.1	40.9	41.4	41.2	41.3	41.3	41.6	41.9	41.6	42.1	41.5	40.9		
Industrial inorganic chemicals.....	41.3	41.3	41.0	41.4	41.4	41.5	41.4	41.4	41.3	41.8	41.8	41.8	42.4	41.5	40.9		
Industrial organic chemicals.....	41.3	40.9	40.8	40.8	40.9	41.2	40.8	41.1	41.2	41.9	42.2	41.8	41.9	41.4	40.5		
Drugs and medicines.....	40.2	40.5	40.5	40.5	39.8	40.4	40.3	40.5	40.7	40.6	40.6	40.4	40.5	40.8	40.7		
Soap, cleaning and polishing preparations.....	41.3	41.2	40.8	41.0	40.7	41.4	41.5	41.4	42.1	41.3	42.0	41.4	41.0	41.2	41.0		
Paints, pigments, and fillers.....	41.0	40.6	41.0	40.2	40.0	40.7	40.7	40.8	41.0	41.1	41.9	41.8	41.3	41.3	40.9		
Gum and wood chemicals.....	41.2	41.9	41.9	43.4	42.6	41.8	41.9	43.5	42.4	43.3	43.2	42.8	42.3	42.1	41.9		
Fertilizers.....	43.2	45.2	42.8	42.9	42.5	42.6	42.6	42.3	42.3	42.0	42.7	43.1	48.0	43.4	42.3		
Vegetable and animal oils and fats.....	43.5	43.4	43.8	45.0	44.8	46.2	46.4	45.4	43.3	43.8	44.1	43.2	43.4	44.5	44.2		
Miscellaneous chemicals.....	40.8	40.5	40.3	40.3	39.6	40.7	40.6	40.5	40.5	40.5	40.5	40.8	40.9	40.7	40.1		
Products of petroleum and coal.....	40.9	40.5	40.0	41.2	40.5	40.4	40.7	41.3	40.7	41.5	41.1	40.7	40.8	40.9	40.5		
Petroleum refining.....	41.1	40.6	40.5	41.5	40.7	40.7	40.6	41.1	40.3	41.2	40.8	40.9	41.0	40.7	40.6		
Coke, other petroleum and coal products.....	40.3	39.9	38.0	40.0	39.6	39.5	40.9	41.9	41.8	42.4	42.0	40.2	40.4	41.5	40.2		
Rubber products.....	39.4	38.6	38.6	38.9	38.9	39.2	39.8	39.0	39.9	40.6	40.6	39.7	38.3	41.3	39.4		
Tires and inner tubes.....	38.4	37.3	37.3	38.1	39.4	38.2	39.0	38.1	39.0	41.1	40.6	39.7	36.9	41.1	38.7		
Rubber footwear.....	40.3	39.3	40.0	39.2	37.8	39.5	39.9	39.2	40.1	40.3	40.6	40.1	38.7	40.2	39.7		
Other rubber products.....	40.0	39.4	39.2	39.4	38.7	39.9	40.4	39.7	40.5	40.2	40.5	39.7	39.3	41.7	39.9		
Average hourly earnings																	
Chemicals and allied products.....	\$2.55	\$2.54	\$2.55	\$2.55	\$2.55	\$2.54	\$2.53	\$2.54	\$2.54	\$2.55	\$2.52	\$2.49	\$2.48	\$2.41	\$2.31		
Industrial inorganic chemicals.....	2.54	2.53	2.52	2.54	2.52	2.52	2.53	2.53	2.51	2.51	2.57	2.74	2.77	2.69	2.56		
Industrial organic chemicals.....	2.72	2.72	2.72	2.72	2.72	2.71	2.70	2.70	2.68	2.70	2.78	2.65	2.68	2.58	2.47		
Drugs and medicines.....	2.38	2.37	2.36	2.35	2.35	2.37	2.34	2.35	2.31	2.33	2.32	2.32	2.29	2.22	2.11		
Soap, cleaning and polishing preparations.....	2.74	2.73	2.73	2.73	2.70	2.71	2.73	2.71	2.73	2.70	2.71	2.68	2.64	2.56	2.46		
Paints, pigments, and fillers.....	2.59	2.59	2.49	2.50	2.50	2.49	2.49	2.47	2.47	2.46	2.46	2.45	2.45	2.38	2.28		
Gum and wood chemicals.....	2.16	2.10	2.11	2.11	2.10	2.11	2.11	2.14	2.09	2.15	2.09	2.06	2.04	1.98	1.92		
Fertilizers.....	1.84	1.84	1.89	1.91	1.93	1.89	1.90	1.93	1.90	1.95	1.89	1.85	1.78	1.80	1.75		
Vegetable and animal oils and fats.....	2.07	2.04	2.03	2.03	1.96	1.95	1.96	1.99	2.09	2.11	2.09	2.07	2.01	1.92	1.86		
Miscellaneous chemicals.....	2.42	2.41	2.41	2.41	2.41	2.39	2.37	2.37	2.35	2.37	2.34	2.33	2.34	2.25	2.17		
Products of petroleum and coal.....	3.03	3.02	3.02	3.02	2.94	2.92	2.89	2.92	2.89	2.92	2.91	2.90	2.93	2.87	2.74		
Petroleum refining.....	3.15	3.14	3.12	3.13	3.03	3.02	3.00	3.03	3.00	3.03	3.02	3.01	3.03	2.98	2.83		
Coke, other petroleum and coal products.....	2.61	2.59	2.61	2.61	2.60	2.59	2.56	2.59	2.57	2.59	2.58	2.55	2.61	2.55	2.42		
Rubber products.....	2.55	2.53	2.52	2.54	2.56	2.54	2.55	2.52	2.51	2.55	2.53	2.52	2.47	2.46	2.35		
Tires and inner tubes.....	3.00	2.99	2.97	2.98	3.01	3.00	3.00	2.95	2.94	3.01	2.99	2.96	2.91	2.92	2.74		
Rubber footwear.....	2.15	2.11	2.14	2.10	2.09	2.08	2.07	2.02	2.03	2.04	2.04	2.03	1.99	1.97	1.93		
Other rubber products.....	2.32	2.30	2.30	2.31	2.31	2.31	2.32	2.32	2.29	2.28	2.28	2.27	2.25	2.23	2.12		

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961				1960										Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958	
Average weekly earnings																
Manufacturing—Continued																
Nondurable goods—Continued																
Leather and leather products.....	\$59.62	\$61.79	\$62.46	\$62.91	\$59.24	\$60.42	\$59.59	\$59.24	\$62.48	\$62.98	\$62.37	\$59.90	\$58.06	\$60.70	\$57.78	
Leather: tanned, curried, and finished.....	85.75	83.64	81.96	82.60	82.39	84.07	84.74	84.10	84.56	82.68	86.27	83.07	81.66	80.94	78.39	
Industrial leather belting and packing.....	77.97	80.52	81.99	82.81	79.76	81.58	80.57	78.74	78.74	80.20	78.21	77.03	73.53	79.56	76.62	
Boot and shoe cut stock and findings.....	57.72	58.67	59.63	61.22	58.78	59.94	55.77	54.01	59.03	59.21	59.44	58.25	55.22	57.30	56.02	
Footwear (except rubber).....	56.54	59.50	60.26	61.02	56.76	56.64	55.36	55.65	60.26	61.22	60.00	56.80	55.52	58.34	54.87	
Luggage.....	66.57	67.08	64.44	63.54	57.63	65.62	65.32	68.46	65.18	64.30	66.42	65.07	62.87	65.18	63.46	
Handbags and small leather goods.....	56.52	60.22	59.75	58.97	52.08	60.92	62.17	58.19	58.45	58.14	56.30	57.07	53.61	56.45	55.54	
Gloves and miscellaneous leather goods.....	53.73	54.02	54.24	52.77	54.09	55.13	54.67	53.22	54.82	53.43	54.24	52.71	51.41	51.89	50.40	
Transportation and public utilities:																
Transportation:																
Interstate railroads.....		111.41	115.02	108.92	111.04	106.92	108.39	107.18	110.33	107.42	110.42	107.59	107.33	106.43	101.50	
Class I railroads ¹	100.73	101.10	101.63	100.20	102.62	99.72	98.83	99.96	100.22	100.22	100.92	99.79	97.78	94.59	90.82	
Local railroads and buslines.....																
Communication:																
Telephone.....	90.17	90.02	90.71	90.48	91.64	92.02	92.00	95.47	89.27	89.95	88.26	87.81	86.36	85.46	78.73	
Telegraph.....	102.51	103.17	102.01	103.00	100.77	100.98	103.70	106.14	103.09	102.37	104.00	97.75	95.30	95.99	90.06	
Other public utilities:																
Gas and electric utilities.....	111.78	112.33	113.29	112.88	114.40	113.30	112.89	115.37	110.16	110.02	109.34	109.34	108.94	105.78	100.37	
Electric light and power utilities.....	112.61	112.74	112.33	112.61	113.57	113.03	111.66	116.89	110.97	110.97	109.88	109.61	108.79	106.34	101.43	
Gas utilities.....	104.78	104.49	105.82	105.15	107.23	105.63	106.97	104.04	102.21	102.21	101.15	101.15	101.25	99.39	94.83	
Electric light and gas utilities combined.....	116.76	118.32	120.60	119.48	121.47	120.47	120.64	123.06	115.87	115.34	115.62	116.18	115.62	110.56	103.63	
Average weekly hours																
Manufacturing—Continued																
Nondurable goods—Continued																
Leather and leather products.....	35.7	37.0	37.4	37.9	35.9	36.4	35.9	35.9	38.1	38.4	37.8	36.3	35.4	37.7	36.8	
Leather: tanned, curried, and finished.....	39.7	38.9	38.3	38.6	38.5	39.1	39.6	39.3	39.7	39.0	40.5	39.0	38.7	39.1	39.0	
Industrial leather belting and packing.....	38.6	38.9	39.8	40.2	39.1	39.6	39.3	38.6	38.6	40.1	39.3	39.1	38.1	40.8	39.7	
Boot and shoe cut stock and findings.....	36.3	36.9	37.5	38.5	37.2	37.7	35.3	34.4	37.6	38.2	38.1	37.1	35.4	37.7	37.1	
Footwear (except rubber).....	34.9	36.5	37.2	37.9	35.7	35.4	34.6	35.0	37.9	38.5	37.5	36.5	34.7	37.4	36.1	
Luggage.....	37.4	37.9	36.2	35.9	34.1	38.6	38.2	39.8	38.8	38.5	39.3	38.5	37.2	38.8	38.0	
Handbags and small leather goods.....	36.0	38.6	38.3	37.8	33.6	38.8	39.6	37.3	38.2	38.0	36.8	37.3	35.5	38.4	38.3	
Gloves and miscellaneous leather goods.....	36.8	37.0	36.9	36.9	37.3	37.5	37.7	36.7	37.6	36.1	36.9	36.1	35.7	36.8	36.0	
Transportation and public utilities:																
Transportation:																
Interstate railroads.....		42.2	42.6	41.1	41.9	40.5	40.9	40.6	42.6	41.0	42.8	41.7	41.6	41.9	41.6	
Class I railroads ¹	42.5	42.3	42.7	42.1	43.3	42.8	42.6	42.9	43.2	43.2	43.5	43.2	42.7	42.8	42.7	
Local railroads and buslines.....																
Communication:																
Telephone.....	38.7	38.8	39.1	39.0	39.5	40.4	40.0	40.6	39.5	39.8	39.4	39.2	38.9	39.2	38.4	
Telegraph.....	41.5	41.6	41.3	41.7	41.3	41.0	42.5	43.5	42.6	42.3	42.8	42.5	41.8	42.1	41.5	
Other public utilities:																
Gas and electric utilities.....	40.5	40.7	40.9	40.9	41.3	41.2	41.2	41.8	40.8	40.9	40.8	40.8	40.8	41.0	40.8	
Electric light and power utilities.....	40.8	40.7	40.7	40.8	41.0	41.1	40.9	42.2	41.1	41.1	41.0	40.9	40.9	40.9	40.9	
Gas utilities.....	40.3	40.5	40.7	40.6	41.4	41.1	41.3	40.8	40.4	40.4	40.3	40.3	40.5	40.9	40.7	
Electric light and gas utilities combined.....	40.4	40.8	41.3	41.2	41.6	41.4	41.6	42.0	40.8	40.9	41.0	41.2	41.0	41.1	40.8	
Average hourly earnings																
Manufacturing—Continued																
Nondurable goods—Continued																
Leather and leather products.....	\$1.67	\$1.67	\$1.66	\$1.65	\$1.66	\$1.66	\$1.65	\$1.64	\$1.64	\$1.65	\$1.65	\$1.64	\$1.61	\$1.61	\$1.57	
Leather: tanned, curried, and finished.....	2.16	2.15	2.14	2.14	2.14	2.15	2.14	2.14	2.13	2.12	2.13	2.13	2.11	2.07	2.01	
Industrial leather belting and packing.....	2.02	2.07	2.06	2.06	2.04	2.06	2.05	2.04	2.04	2.00	1.99	1.97	1.93	1.95	1.93	
Boot and shoe cut stock and findings.....	1.59	1.59	1.59	1.59	1.58	1.59	1.58	1.57	1.57	1.55	1.56	1.57	1.56	1.52	1.51	
Footwear (except rubber).....	1.62	1.63	1.62	1.61	1.59	1.60	1.60	1.59	1.59	1.59	1.60	1.60	1.60	1.56	1.53	
Luggage.....	1.78	1.77	1.78	1.77	1.69	1.70	1.71	1.72	1.68	1.67	1.69	1.69	1.69	1.68	1.67	
Handbags and small leather goods.....	1.57	1.56	1.56	1.56	1.55	1.57	1.57	1.56	1.53	1.53	1.53	1.53	1.51	1.47	1.45	
Gloves and miscellaneous leather goods.....	1.46	1.46	1.47	1.43	1.45	1.47	1.45	1.45	1.45	1.48	1.47	1.46	1.44	1.41	1.40	
Transportation and public utilities:																
Transportation:																
Interstate railroads.....		2.64	2.70	2.65	2.65	2.64	2.65	2.64	2.69	2.62	2.58	2.58	2.58	2.54	2.44	
Class I railroads ¹	2.37	2.39	2.38	2.38	2.37	2.33	2.32	2.33	2.32	2.32	2.32	2.31	2.29	2.21	2.13	
Local railroads and buslines.....																
Communication:																
Telephone.....	2.33	2.32	2.32	2.32	2.32	2.30	2.30	2.34	2.26	2.26	2.24	2.24	2.22	2.18	2.05	
Telegraph.....	2.47	2.48	2.47	2.47	2.44	2.41	2.44	2.44	2.42	2.42	2.43	2.40	2.28	2.28	2.17	
Other public utilities:																
Gas and electric utilities.....	2.76	2.76	2.77	2.76	2.77	2.75	2.74	2.76	2.70	2.69	2.68	2.68	2.67	2.58	2.40	
Electric light and power utilities.....	2.76	2.77	2.76	2.76	2.77	2.75	2.73	2.77	2.70	2.70	2.68	2.68	2.66	2.60	2.48	
Gas utilities.....	2.60	2.58	2.60	2.59	2.59	2.57	2.59	2.55	2.53	2.53	2.51	2.51	2.50	2.43	2.33	
Electric light and gas utilities combined.....	2.89	2.90	2.92	2.90	2.92	2.91	2.90	2.93	2.84	2.82	2.82	2.82	2.82	2.69	2.84	

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,¹ by industry—Continued

Industry	1961				1960										Annual average	
	Apr. ²	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958	
Average weekly earnings																
Wholesale and retail trade:	\$94.64	\$94.00	\$93.37	\$94.07	\$93.20	\$93.67	\$93.90	\$94.13	\$93.56	\$94.19	\$93.09	\$92.46	\$91.83	\$90.27	\$87.03	
Wholesale trade.....																
Retail trade (except eating and drinking places).....	69.19	68.44	69.00	69.00	67.11	68.25	68.44	68.43	69.32	69.52	68.80	67.69	67.48	67.06	64.77	
General merchandise stores.....	49.69	49.49	49.35	49.69	49.56	48.53	48.57	49.30	50.26	50.75	49.74	48.87	48.96	48.37	46.85	
Department stores and general mail-order houses.....	55.58	55.06	54.74	55.09	56.00	53.90	54.90	55.71	56.32	56.96	56.00	55.04	55.14	54.36	52.60	
Food and liquor stores.....	72.45	72.10	72.10	72.31	71.25	73.69	72.01	72.27	72.76	73.16	72.16	70.60	70.13	69.89	67.52	
Automotive and accessories dealers.....	90.00	89.76	87.40	88.71	88.48	80.79	80.59	88.24	89.96	91.29	91.29	90.87	91.73	88.24	83.22	
Apparel and accessories stores.....	53.07	52.39	53.85	53.74	53.28	52.51	52.82	52.48	52.65	52.69	52.82	51.56	53.48	51.90	50.81	
Other retail trade:																
Furniture and appliance stores.....	78.12	76.70	76.14	76.95	79.30	77.74	77.14	77.30	77.49	76.70	77.08	75.07	75.44	75.76	72.81	
Lumber and hardware supply stores.....	81.93	81.12	80.73	81.34	80.12	81.93	83.56	82.94	83.69	83.56	82.88	82.49	81.64	79.95	77.04	
Finance, insurance, and real estate:																
Banks and trust companies.....	71.62	71.80	71.42	71.81	70.69	70.31	70.69	69.75	69.75	70.31	69.75	69.75	69.94	68.07	66.57	
Security dealers and exchanges.....	147.85	139.94	128.32	117.40	115.76	108.81	112.25	113.61	113.14	117.33	117.16	111.54	113.61	119.24	106.88	
Insurance carriers.....	89.52	89.44	89.22	89.44	88.75	88.50	88.40	87.92	88.34	88.08	87.99	88.15	87.37	85.79	82.97	
Service and miscellaneous:																
Hotels and lodging places:																
Hotels, year-round.....	49.20	49.60	49.10	48.83	49.63	49.23	49.48	48.83	49.04	48.90	48.80	48.28	47.52	47.44	45.20	
Personal services:																
Laundries.....	48.48	48.36	47.72	47.85	47.48	48.22	48.83	48.46	48.07	48.56	48.68	48.68	48.00	46.45	44.30	
Cleaning and dyeing plants.....	53.82	54.67	53.53	54.53	52.82	54.57	50.20	54.67	53.02	54.43	57.06	55.95	57.94	53.29	50.82	
Motion pictures:																
Motion-picture production and distribution.....	116.62	121.31	121.50	117.66	121.25	122.48	116.15	116.45	118.61	114.62	112.12	113.37	107.96	108.36	98.65	
Average weekly hours																
Wholesale and retail trade:	40.1	40.0	39.9	40.2	40.0	40.2	40.3	40.4	40.5	40.6	40.3	40.2	40.1	40.3	40.1	
Wholesale trade.....																
Retail trade (except eating and drinking places).....	37.4	37.4	37.5	37.5	37.7	37.5	37.4	37.6	38.3	38.2	37.8	37.4	37.7	38.1	38.1	
General merchandise stores.....	33.8	33.9	33.8	33.8	33.4	33.7	33.7	34.0	34.9	35.0	34.3	33.7	34.5	34.8	34.7	
Department stores and general mail-order houses.....	34.1	34.2	34.0	33.8	35.9	33.9	34.1	34.6	35.2	35.4	35.0	34.4	34.9	35.3	35.3	
Food and liquor stores.....	35.0	35.0	35.0	35.1	35.1	35.6	35.3	35.6	36.2	36.4	35.9	35.3	35.6	36.4	36.3	
Automotive and accessories dealers.....	43.9	44.0	43.7	43.7	43.8	43.8	43.7	43.9	44.1	44.1	44.1	43.9	44.1	43.9	43.8	
Apparel and accessories stores.....	33.8	33.8	34.3	33.8	34.6	34.1	34.3	34.3	35.1	34.6	34.3	33.7	34.5	34.6	34.8	
Other retail trade:																
Furniture and appliance stores.....	40.9	40.8	40.5	40.5	41.3	40.7	40.6	40.9	41.0	40.8	41.0	40.8	41.0	41.4	41.8	
Lumber and hardware supply stores.....	41.8	41.6	41.4	41.5	41.3	41.8	42.2	42.1	42.7	42.6	42.5	42.3	42.3	42.3	42.1	
Finance, insurance, and real estate:																
Banks and trust companies.....	37.3	37.2	37.2	37.4	37.4	37.2	37.4	37.1	37.3	37.4	37.3	37.3	37.4	37.4	37.4	
Security dealers and exchanges.....																
Insurance carriers.....																
Service and miscellaneous:																
Hotels and lodging places:																
Hotels, year-round.....	40.0	40.0	39.6	39.7	39.7	39.7	39.9	39.7	40.2	40.0	40.0	39.9	39.6	40.2	40.0	
Personal services:																
Laundries.....	39.1	39.0	38.8	38.9	38.6	39.2	39.7	39.4	39.4	39.8	39.9	39.9	40.0	39.7	39.2	
Cleaning and dyeing plants.....	37.9	38.5	37.7	38.4	37.2	38.7	39.3	38.5	37.6	38.6	39.9	39.4	40.8	38.9	38.5	
Motion pictures:																
Motion-picture production and distribution.....																
Average hourly earnings																
Wholesale and retail trade:	\$2.36	\$2.35	\$2.34	\$2.34	\$2.33	\$2.33	\$2.33	\$2.33	\$2.31	\$2.32	\$2.31	\$2.30	\$2.29	\$2.24	\$2.17	
Wholesale trade.....																
Retail trade (except eating and drinking places).....	1.85	1.83	1.84	1.84	1.78	1.82	1.83	1.82	1.81	1.82	1.82	1.81	1.79	1.76	1.70	
General merchandise stores.....	1.47	1.46	1.46	1.47	1.40	1.44	1.45	1.45	1.44	1.45	1.45	1.45	1.43	1.39	1.35	
Department stores and general mail-order houses.....	1.63	1.61	1.61	1.63	1.56	1.59	1.61	1.61	1.60	1.61	1.60	1.60	1.58	1.54	1.49	
Food and liquor stores.....	2.07	2.06	2.06	2.06	2.03	2.07	2.04	2.03	2.01	2.01	2.01	2.00	1.97	1.92	1.86	
Automotive and accessories dealers.....	2.05	2.04	2.00	2.03	2.02	2.05	2.05	2.01	2.04	2.07	2.07	2.07	2.08	2.01	1.90	
Apparel and accessories stores.....	1.57	1.55	1.57	1.59	1.54	1.54	1.54	1.53	1.50	1.52	1.54	1.53	1.55	1.50	1.45	
Other retail trade:																
Furniture and appliance stores.....	1.91	1.88	1.88	1.90	1.92	1.91	1.90	1.89	1.89	1.88	1.88	1.84	1.84	1.83	1.78	
Lumber and hardware supply stores.....	1.96	1.95	1.95	1.96	1.94	1.96	1.98	1.97	1.96	1.96	1.95	1.95	1.93	1.89	1.83	
Finance, insurance, and real estate:																
Banks and trust companies.....	1.92	1.93	1.92	1.92	1.89	1.89	1.89	1.88	1.87	1.88	1.87	1.87	1.87	1.82	1.78	
Security dealers and exchanges.....																
Insurance carriers.....																
Service and miscellaneous:																
Hotels and lodging places:																
Hotels, year-round.....	1.23	1.24	1.24	1.23	1.25	1.24	1.24	1.23	1.22	1.22	1.22	1.21	1.20	1.18	1.13	
Personal services:																
Laundries.....	1.24	1.24	1.23	1.23	1.23	1.23	1.23	1.23	1.22	1.22	1.22	1.22	1.20	1.17	1.13	
Cleaning and dyeing plants.....	1.42	1.42	1.42	1.42	1.42	1.41	1.43	1.42	1.41	1.41	1.43	1.42	1.42	1.42	1.37	
Motion pictures:																
Motion-picture production and distribution.....																

¹ For comparability of data with those published in issues prior to August 1958 and coverage of these series, see footnote 1, table A-2.

In addition, hours and earnings data for anthracite mining have been revised from January 1953 and are not comparable with those published in issues prior to August 1958.

For mining, manufacturing, laundries, and cleaning and dyeing plants, data refer to production and related workers; for contract construction, to construction workers; and for the remaining industries, unless otherwise noted, to nonsupervisory workers and working supervisors.

² Preliminary.

³ Figures for Class I railroads (excluding switching and terminal companies) are based upon monthly data summarized in the M-300 report by the Inter-

state Commerce Commission and relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICO Group I).

⁴ Data relate to domestic nonsupervisory employees except messengers.

⁵ Average weekly earnings have been revised beginning with January 1958 and are not strictly comparable with data for earlier years. Average weekly hours and average hourly earnings are new series, available from January 1958.

⁶ Money payments only; additional value of board, room, uniforms, and tips not included.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads. (See footnote 3.)

TABLE C-2. Average overtime hours and average hourly earnings excluding overtime of production workers in manufacturing, by major industry group¹

Major industry group	1961					1960								Annual average	
	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958
	Average overtime hours ²														
Manufacturing.....	2.0	1.9	1.9	1.9	2.0	2.2	2.5	2.5	2.4	2.4	2.5	2.4	2.1	2.7	2.0
Durable goods.....	1.9	1.7	1.7	1.7	1.9	2.0	2.4	2.5	2.3	2.3	2.4	2.4	2.1	2.7	1.9
Ordinance and accessories.....	1.7	2.0	1.8	1.6	1.9	2.0	2.1	2.2	2.1	1.9	1.9	1.9	1.6	2.1	2.0
Lumber and wood products.....	2.7	2.3	2.2	2.2	2.3	2.5	3.1	3.1	3.2	3.1	3.4	3.2	2.9	3.4	2.9
Furniture and fixtures.....	1.8	1.7	1.5	1.6	2.3	2.3	2.7	2.6	2.8	2.3	2.4	2.4	2.4	2.9	2.1
Stone, clay, and glass products.....	2.7	2.5	2.4	2.3	2.5	3.0	3.1	3.1	3.2	3.1	3.1	3.1	2.8	3.4	2.8
Primary metal industries.....	1.3	1.2	1.2	1.4	1.3	1.2	1.3	1.6	1.4	1.7	1.6	1.5	2.0	2.6	1.9
Fabricated metal products.....	2.0	1.8	1.7	1.7	1.8	2.0	2.0	2.0	2.8	2.5	2.7	2.6	2.1	2.9	2.1
Machinery (except electrical).....	2.0	1.9	1.9	1.8	1.9	1.9	2.1	2.3	2.3	2.5	2.7	2.7	2.4	2.7	1.7
Electrical machinery.....	1.5	1.4	1.6	1.6	1.9	1.7	2.1	2.1	1.9	1.6	1.8	1.7	1.2	2.2	1.5
Transportation equipment.....	1.8	1.5	1.6	1.5	2.1	2.4	3.1	2.9	2.3	2.2	2.4	2.6	1.9	2.5	1.9
Instruments and related products.....	1.8	1.7	1.7	1.8	1.9	2.1	2.2	2.2	2.2	2.2	2.0	2.0	1.7	2.3	1.6
Miscellaneous manufacturing.....	2.0	1.9	2.0	2.0	2.2	2.4	2.7	2.5	2.3	2.1	2.1	2.2	1.9	2.6	2.1
Nondurable goods.....	2.1	2.1	2.1	2.0	2.2	2.3	2.5	2.6	2.5	2.6	2.5	2.5	2.2	2.7	2.2
Food and kindred products.....	2.7	2.8	2.8	3.0	3.1	3.2	3.4	3.7	3.3	3.5	3.2	3.1	2.8	3.3	3.0
Tobacco manufactures.....	1.0	.6	.6	.7	1.2	1.2	1.4	1.4	.9	1.2	1.2	1.0	.7	1.2	1.3
Textile-mill products.....	2.2	2.1	2.0	1.9	2.1	2.2	2.3	2.2	2.6	2.6	2.9	2.9	2.5	3.1	2.1
Apparel and other finished textile products.....	1.1	1.2	1.1	.9	.9	1.2	1.3	1.3	1.4	1.3	1.3	1.3	1.0	1.4	1.1
Paper and allied products.....	4.0	3.7	3.7	3.6	3.6	3.8	4.1	4.4	4.3	4.3	4.3	4.3	3.7	4.6	3.9
Printing and publishing.....	2.4	2.6	2.4	2.5	2.9	3.1	3.3	3.4	3.1	3.0	2.9	3.0	2.6	3.0	2.5
Chemicals and allied products.....	2.2	2.2	2.0	2.0	2.0	2.1	2.4	2.4	2.3	2.5	2.4	2.5	2.0	2.5	2.0
Products of petroleum and coal.....	1.6	1.3	1.2	1.8	1.5	1.8	1.7	2.2	1.8	2.3	2.1	1.6	1.7	1.8	1.5
Rubber products.....	2.0	1.4	1.6	1.6	1.6	1.8	2.3	2.3	2.3	3.0	2.7	2.2	1.7	3.7	2.3
Leather and leather products.....	1.0	1.3	1.4	1.5	1.2	1.2	1.3	1.2	1.6	1.4	1.3	1.0	.8	1.4	1.1
Average hourly earnings excluding overtime ⁴															
Manufacturing.....	\$2.27	\$2.27	\$2.26	\$2.27	\$2.26	\$2.24	\$2.23	\$2.23	\$2.21	\$2.22	\$2.22	\$2.22	\$2.22	\$2.15	\$2.08
Durable goods.....	2.43	2.42	2.42	2.42	2.42	2.39	2.39	2.39	2.37	2.38	2.38	2.37	2.38	2.30	2.23
Ordinance and accessories.....	2.65	2.64	2.63	2.64	2.63	2.62	2.61	2.60	2.57	2.57	2.57	2.55	2.56	2.49	2.42
Lumber and wood products.....	1.98	1.94	1.92	1.94	1.95	1.95	1.93	2.03	1.99	1.99	1.99	1.95	1.94	1.89	1.82
Furniture and fixtures.....	1.82	1.83	1.83	1.82	1.82	1.81	1.81	1.81	1.80	1.81	1.91	1.80	1.80	1.76	1.73
Stone, clay, and glass products.....	2.24	2.24	2.23	2.24	2.24	2.23	2.22	2.21	2.20	2.19	2.19	2.19	2.19	2.13	2.04
Primary metal industries.....	2.83	2.81	2.80	2.81	2.79	2.75	2.75	2.75	2.75	2.76	2.76	2.77	2.78	2.70	2.61
Fabricated metal products.....	2.43	2.42	2.42	2.41	2.41	2.40	2.39	2.39	2.37	2.38	2.38	2.37	2.36	2.29	2.21
Machinery (except electrical).....	2.57	2.56	2.56	2.55	2.54	2.52	2.51	2.50	2.49	2.49	2.49	2.49	2.47	2.42	2.33
Electrical machinery.....	2.31	2.31	2.30	2.31	2.31	2.28	2.25	2.26	2.25	2.26	2.25	2.24	2.24	2.16	2.11
Transportation equipment.....	2.73	2.72	2.73	2.73	2.73	2.71	2.71	2.71	2.68	2.67	2.66	2.65	2.64	2.58	2.47
Instruments and related products.....	2.37	2.37	2.36	2.36	2.35	2.33	2.31	2.30	2.31	2.31	2.30	2.29	2.28	2.22	2.15
Miscellaneous manufacturing.....	1.95	1.95	1.95	1.95	1.93	1.90	1.89	1.89	1.88	1.89	1.89	1.89	1.89	1.84	1.80
Nondurable goods.....	2.07	2.06	2.06	2.07	2.06	2.04	2.03	2.02	2.01	2.02	2.01	2.01	2.01	1.94	1.89
Food and kindred products.....	2.19	2.18	2.18	2.17	2.14	2.12	2.09	2.05	2.07	2.09	2.10	2.11	2.12	2.02	1.94
Tobacco manufactures.....	1.86	1.80	1.77	1.75	1.75	1.71	1.68	1.55	1.69	1.79	1.79	1.78	1.78	1.64	1.57
Textile-mill products.....	1.59	1.59	1.58	1.58	1.58	1.58	1.58	1.57	1.57	1.57	1.58	1.57	1.56	1.52	1.47
Apparel and other finished textile products.....	1.55	1.57	1.57	1.57	1.54	1.56	1.56	1.55	1.54	1.52	1.52	1.51	1.50	1.49	1.40
Paper and allied products.....	2.23	2.23	2.22	2.22	2.22	2.20	2.20	2.20	2.19	2.18	2.17	2.15	2.14	2.09	2.02
Printing and publishing.....	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)	(5)
Chemicals and allied products.....	2.48	2.48	2.49	2.49	2.49	2.48	2.46	2.47	2.47	2.47	2.45	2.42	2.40	2.34	2.26
Products of petroleum and coal.....	2.97	2.97	2.97	2.96	2.88	2.86	2.84	2.85	2.83	2.85	2.84	2.84	2.87	2.81	2.69
Rubber products.....	2.49	2.49	2.47	2.50	2.50	2.49	2.47	2.45	2.44	2.46	2.45	2.45	2.42	2.36	2.28
Leather and leather products.....	1.65	1.64	1.63	1.63	1.62	1.63	1.63	1.62	1.61	1.61	1.62	1.63	1.62	1.55	1.55

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

² Preliminary.

³ Covers premium overtime hours of production and related workers during the pay period ending nearest the 15th of the month. Overtime hours are those for which premiums were paid because the hours were in excess of the number of hours of either the straight-time workday or workweek. Weekend and holiday hours are included only if premium wage rates were paid. Hours

for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded. These data are not available prior to 1956.

⁴ Derived by assuming that overtime hours are paid at the rate of time and one-half.

⁵ Not available as average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable-goods total has little effect.

TABLE C-3. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities¹

[1947-49=100]															
Activity	1961						1960						Annual average		
	May ²	Apr. ¹	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1959	1958
	Man-hours														
Total.....	94.6	91.8	89.9	88.7	90.1	91.5	96.8	101.0	102.1	102.4	101.3	102.3	100.8	100.7	94.3
Mining.....	60.1	57.7	56.4	57.5	59.2	59.5	60.0	62.6	62.9	64.9	63.8	66.8	66.2	65.4	67.9
Contract construction.....	121.3	111.0	101.0	95.0	101.7	103.5	121.6	138.3	139.3	144.9	142.9	135.5	126.3	123.4	118.2
Manufacturing.....	93.1	91.4	90.5	89.9	90.6	91.9	95.7	98.2	99.4	98.8	97.8	99.9	99.4	99.8	92.6
Durable goods.....	98.0	95.4	93.6	93.1	94.4	96.3	100.1	102.6	103.4	101.7	102.4	106.1	106.5	105.6	95.9
Ordinance and accessories.....	323.6	320.9	323.3	322.0	322.4	320.2	325.0	315.7	322.2	311.7	313.0	319.7	320.3	325.9	303.0
Lumber and wood products.....	70.7	67.0	63.4	62.5	64.5	65.5	68.7	75.3	78.1	73.6	78.0	81.8	77.7	78.4	72.7
Furniture and fixtures.....	97.4	98.4	97.3	97.0	95.9	102.2	105.1	109.4	110.0	110.6	106.2	108.7	107.5	108.7	97.2
Stone, clay, and glass products.....	97.4	93.8	91.4	89.0	90.2	93.2	99.2	102.2	103.0	104.9	103.8	105.9	104.6	104.6	94.7
Primary metal industries.....	83.7	80.8	78.1	77.3	77.7	78.0	80.3	83.2	84.7	85.4	88.0	92.9	95.2	91.1	83.7
Fabricated metal products.....	100.8	97.1	94.5	94.0	96.3	98.8	103.7	107.5	108.2	106.8	105.3	109.2	108.5	108.7	101.1
Machinery (except electrical).....	95.0	94.7	93.3	93.4	93.2	93.0	93.9	94.9	96.1	97.1	99.7	102.7	103.3	101.0	88.9
Electrical machinery.....	129.7	128.7	128.6	129.9	130.9	128.6	135.1	131.9	137.1	134.1	130.1	134.2	133.1	132.6	116.9
Transportation equipment.....	106.8	101.5	100.1	99.3	103.8	111.8	115.0	117.8	113.9	102.4	110.9	114.1	119.8	120.4	111.6
Instruments and related products.....	110.2	109.2	109.3	109.2	111.5	110.3	116.0	116.4	116.3	118.1	116.3	119.4	118.8	117.1	105.4
Miscellaneous manufacturing.....	99.2	97.3	96.0	95.8	92.9	95.2	105.1	108.7	107.0	106.4	99.3	104.8	102.9	101.1	92.7
Nondurable goods.....	87.3	86.5	86.8	86.0	86.0	86.6	90.5	93.0	94.6	95.3	92.3	92.5	90.9	93.0	88.7
Food and kindred products.....	77.5	75.1	74.4	73.9	75.8	79.2	84.0	91.2	97.4	94.1	87.5	82.4	78.5	83.7	84.2
Tobacco manufactures.....	59.9	61.4	61.9	60.5	70.8	76.8	76.7	94.8	97.2	76.4	84.2	66.3	64.5	77.1	77.7
Textile-mill products.....	68.5	67.0	65.9	65.4	64.5	65.8	68.3	68.7	68.5	71.8	70.9	73.4	72.9	74.4	69.2
Apparel and other finished textile products.....	96.3	98.2	102.0	99.4	95.0	93.3	101.2	101.9	103.1	108.0	102.5	104.7	104.2	105.1	96.8
Paper and allied products.....	107.4	107.6	106.2	105.6	105.8	105.6	109.4	111.5	112.3	112.6	110.9	113.0	112.0	112.7	108.0
Printing and publishing.....	113.4	113.5	114.5	113.1	114.2	115.2	118.1	118.6	118.0	115.8	114.7	115.1	115.0	112.8	109.0
Chemicals and allied products.....	105.5	105.6	105.9	101.9	102.7	102.8	104.6	105.1	105.1	105.1	105.6	107.1	107.8	104.8	99.2
Products of petroleum and coal.....	78.5	77.6	76.2	75.2	78.4	77.8	78.8	80.7	82.3	82.7	84.2	84.7	83.6	84.1	84.2
Rubber products.....	92.6	89.6	87.2	87.6	91.6	93.1	94.9	99.0	97.1	98.3	97.7	100.8	98.7	103.5	92.0
Leather and leather products.....	83.9	81.7	86.6	88.6	88.9	83.8	85.8	84.2	85.0	93.0	91.2	90.1	84.2	92.2	86.0
Payrolls															
Mining.....	-----	94.6	91.5	94.5	97.7	97.0	97.0	101.6	101.6	104.5	103.3	108.4	107.8	105.0	104.9
Contract construction.....	-----	210.4	191.6	181.7	193.9	197.1	227.1	258.4	259.4	267.9	262.8	246.9	230.5	216.9	200.8
Manufacturing.....	164.4	160.4	158.2	157.1	158.5	160.6	166.2	170.5	172.5	169.2	169.0	172.5	171.5	167.2	148.7

¹ For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

For mining and manufacturing, data refer to production and related workers; for contract construction, to construction workers.

² Preliminary.

TABLE C-4. Gross and spendable average weekly earnings of production workers in manufacturing, in current and 1947-49 dollars¹

Item	1961				1960										Annual average	
	Apr. ³	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	Apr.	1959	1958	
Manufacturing																
Gross average weekly earnings:																
Current dollars.....	\$91.57	\$90.71	\$90.25	\$90.25	\$89.55	\$90.39	\$91.31	\$91.08	\$90.35	\$91.14	\$91.60	\$91.37	\$89.60	\$89.47	\$83.50	
1947-49 dollars.....	71.82	71.15	70.78	70.84	70.24	70.95	71.73	71.83	71.37	71.99	72.41	72.34	71.00	71.81	67.61	
Spendable average weekly earnings:																
Worker with no dependents:																
Current dollars.....	74.00	73.34	72.98	72.98	72.44	73.09	73.80	73.62	73.06	73.67	74.03	73.85	72.48	72.83	68.46	
1947-49 dollars.....	58.04	57.52	57.24	57.28	56.82	57.37	57.97	58.06	57.71	58.19	58.52	58.47	57.43	58.45	55.43	
Worker with 3 dependents:																
Current dollars.....	81.57	80.89	80.53	80.53	79.97	80.64	81.36	81.18	80.61	81.23	81.59	81.41	80.01	80.36	75.88	
1947-49 dollars.....	63.98	63.44	63.16	63.21	62.72	63.30	63.91	64.02	63.67	64.16	64.50	64.46	63.40	64.49	61.44	

¹ See footnote 1, table C-3.

Spendable average weekly earnings are obtained by deducting from gross average weekly earnings, Federal social security and income taxes for which the worker is liable. The amount of tax liability depends, of course, on the number of dependents supported by the worker as well as on the level of his gross income. Spendable earnings have been computed for 2 types of income receivers: (1) a worker with no dependents, and (2) a worker with 3 dependents. The primary value of the spendable series is that of measuring relative changes in disposable earnings for 2 types of income receivers.

The computations of spendable earnings for both the worker with no dependents and the worker with 3 dependents are based upon the gross average

weekly earnings for all production workers in manufacturing without direct regard to marital status, family composition, or other sources of income.

Gross and spendable average weekly earnings expressed in 1947-49 dollars indicate changes in the level of average weekly earnings after adjustment for changes in purchasing power as measured by the Bureau's Consumer Price Index.

² Preliminary.

NOTE: For a description of these series, see The Calculation and Uses of the Spendable Earnings Series (in Monthly Labor Review, January 1959, pp. 50-54).

D.—Consumer and Wholesale Prices

TABLE D-1. Consumer Price Index¹—All-city average: All items, groups, subgroups, and special groups of items

[1947-49=100]																	
Group	1961					1960										Annual average	
	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1960	1959		
All Items.....	127.4	127.5	127.5	127.5	127.4	127.5	127.4	127.3	126.8	126.6	126.6	126.5	126.3	126.5	124.6		
Food ¹	120.7	121.2	121.2	121.4	121.3	121.4	121.1	120.9	120.2	120.1	120.6	120.3	119.7	119.7	118.3		
Food at home.....	117.7	118.3	118.3	118.6	118.5	118.7	118.4	118.2	117.4	117.4	117.9	117.7	117.0	116.9	115.9		
Cereals and bakery products.....	139.7	139.7	139.6	139.4	139.1	139.0	138.6	138.5	137.8	137.7	137.5	136.1	135.6	136.8	134.2		
Meats, poultry, and fish.....	108.7	110.5	111.4	111.8	111.6	110.5	109.9	110.0	110.2	111.3	110.8	110.3	109.7	109.3	110.7		
Dairy products.....	117.5	117.9	118.5	119.0	119.1	119.3	118.9	118.4	117.5	116.6	116.8	115.0	115.0	116.8	114.3		
Fruits and vegetables.....	132.2	131.4	127.8	127.2	125.1	126.3	126.2	124.8	124.6	127.3	134.4	136.1	132.9	128.3	125.1		
Other foods at home ²	105.8	106.4	107.6	108.5	109.5	111.6	111.6	112.0	109.3	106.5	104.8	104.5	104.9	106.8	104.1		
Housing ³	132.2	132.3	132.5	132.4	132.3	132.3	132.1	132.2	132.0	131.5	131.3	131.3	131.2	131.5	129.2		
Rent.....	143.4	143.3	143.1	143.1	142.9	142.8	142.7	142.5	142.1	141.9	141.8	141.6	141.4	141.8	139.7		
Gas and electricity.....	126.2	125.8	125.9	125.9	125.9	125.6	125.7	125.7	125.7	124.9	124.8	124.7	124.7	124.8	119.9		
Solid fuels and fuel oil.....	136.5	139.9	141.3	141.3	139.6	137.0	136.3	136.1	134.8	133.4	132.9	132.3	132.9	135.6	136.6		
Household operation.....	103.5	103.8	103.9	103.7	103.6	103.9	104.0	104.0	104.1	103.5	104.1	104.3	104.3	104.2	103.9		
Household operation.....	138.7	138.7	138.5	138.3	138.3	138.3	138.1	138.0	137.6	137.4	137.7	137.3	137.2	137.4	134.3		
Apparel.....	109.6	109.5	109.8	109.6	109.4	110.6	110.7	111.0	110.6	109.3	109.1	108.9	108.9	109.4	107.9		
Men's and boys'.....	111.7	111.7	111.4	111.3	111.4	112.0	112.0	112.2	112.2	110.5	110.2	109.8	109.7	110.4	108.4		
Women's and girls'.....	99.3	99.1	99.9	99.5	99.1	101.1	101.4	101.8	101.1	99.7	99.4	99.1	99.0	100.0	99.5		
Footwear.....	140.8	140.8	140.9	140.9	140.3	140.7	140.3	140.5	140.2	139.9	139.8	140.1	139.8	139.9	135.2		
Other apparel ⁴	92.8	92.8	92.6	92.9	93.0	94.0	94.0	94.1	93.9	93.8	93.1	93.1	93.1	93.2	93.3		
Transportation.....	146.6	145.8	145.7	146.2	146.2	146.5	146.5	146.1	144.7	146.2	145.9	145.8	145.6	146.2	146.3		
Private.....	134.2	133.4	133.4	133.9	134.0	134.5	134.4	134.1	132.8	134.4	134.2	134.1	133.9	134.6	135.2		
Public.....	206.5	206.5	205.7	205.7	205.5	202.9	202.9	201.2	200.3	199.3	198.9	198.3	198.0	199.3	192.7		
Medical care.....	160.4	159.9	159.6	159.4	158.5	158.0	157.9	157.3	156.9	156.7	156.4	156.1	155.9	156.2	150.8		
Personal care.....	133.8	133.8	133.6	133.8	133.7	133.7	133.9	134.0	133.9	133.8	133.4	133.2	133.2	133.3	131.2		
Reading and recreation.....	123.9	124.1	123.4	122.7	122.2	122.3	122.5	121.9	122.1	121.9	121.6	121.1	121.4	121.5	118.6		
Other goods and services.....	133.1	132.6	132.6	132.6	132.6	132.7	132.7	132.7	132.7	132.4	132.2	132.0	131.9	132.2	129.7		
Special groups:																	
All items less food.....	131.0	130.8	130.9	130.8	130.6	130.8	130.8	130.7	130.3	130.1	129.9	129.7	129.7	130.0	127.9		
All items less shelter.....	124.9	125.0	125.0	125.0	124.8	125.0	125.0	124.8	124.3	124.1	124.2	124.0	123.8	124.0	122.2		
All commodities less food.....	115.3	115.2	115.4	115.5	115.4	115.9	115.9	115.9	115.6	115.5	115.4	115.3	115.3	115.7	115.1		
All commodities.....	117.7	117.9	118.0	118.1	118.0	118.4	118.3	118.2	117.7	117.6	117.7	117.6	117.3	117.5	116.6		
Nondurables ⁵	120.2	120.4	120.7	120.8	120.7	121.0	120.9	120.7	120.3	119.9	120.0	119.8	119.4	119.6	118.1		
Nondurables less food.....	120.0	120.0	120.7	120.6	120.5	121.0	121.1	120.9	120.9	120.1	119.9	119.6	119.4	120.1	118.3		
Nondurables less food and apparel.....	129.0	129.0	130.0	130.1	130.0	130.0	130.0	129.5	129.8	129.4	129.2	128.7	128.4	129.2	127.3		
Durables ⁶	110.8	110.7	109.9	110.3	110.2	110.8	110.7	110.9	110.0	111.0	111.1	111.5	111.9	111.6	111.6		
Durables less cars.....	101.8	101.9	102.0	102.1	102.4	102.8	102.8	102.8	103.0	103.0	103.0	103.2	103.5	103.2	103.3		
All services ⁷	152.5	152.3	152.2	151.9	151.7	151.4	151.3	151.2	150.8	150.3	150.0	149.7	149.6	150.0	145.8		
All services less rent.....	154.9	154.7	154.6	154.2	154.0	153.6	153.6	153.4	153.0	152.5	152.1	151.8	151.7	152.1	147.5		
Household operation services, gas, and electricity.....	140.7	140.5	140.4	140.2	140.1	140.0	140.1	140.1	139.8	139.2	139.1	138.9	138.8	139.0	134.8		
Transportation services.....	188.8	188.5	188.2	187.7	187.6	186.8	187.0	186.3	185.8	185.2	184.9	184.5	184.3	184.9	180.3		
Medical care services.....	168.2	167.7	167.3	167.1	165.9	165.3	165.1	164.3	163.6	163.3	163.0	162.5	162.4	162.8	156.3		
Other services.....	137.6	137.5	137.6	137.1	137.2	136.8	136.7	136.8	136.5	136.0	135.5	135.1	135.2	135.6	131.7		

¹ The Consumer Price Index measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Data for 46 large, medium-size, and small cities are combined for the all-city average.

² In addition to subgroups shown here, total food includes restaurant meals and other food bought and eaten away from home.

³ Includes eggs, fats and oils, sugar and sweets, beverages (nonalcoholic), and other miscellaneous foods.

⁴ In addition to subgroups shown here, total housing includes the purchase price of homes and other homeowner costs.

⁵ Includes yard goods, diapers, and miscellaneous items.

⁶ Revised.

⁷ Includes food, house paint, solid fuels, fuel oil, textile housefurnishings, household paper, electric light bulbs, laundry soap and detergents, apparel

(except shoe repairs), gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspapers, cigarettes, cigars, beer and whiskey.

⁸ Includes water heaters, central heating furnaces, kitchen sinks, sink faucets, porch flooring, household appliances, furniture and bedding, floor coverings, dinnerware, automobiles, tires, radio and television sets, durable toys, and sporting goods.

⁹ Includes rent, home purchase, real estate taxes, mortgage interest, property insurance, repainting garage, repainting rooms, resingling roof, refinishing floors, gas, electricity, dry cleaning, laundry service, domestic service, telephone, water, postage, shoe repairs, auto repairs, auto insurance, auto registration, transit fares, railroad fares, professional medical services, hospital services, hospitalization and surgical insurance, barber and beauty shop services, television repairs, and motion picture admissions.

TABLE D-2. Consumer Price Index¹—All items and food indexes, by city

[1947-49-100]																
City	1961					1960								Annual average		
	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1960	1959	
	All Items															
All-city average *	127.4	127.5	127.5	127.5	127.4	127.5	127.4	127.3	126.8	126.6	126.6	126.5	126.3	126.5	124.6	
Atlanta, Ga.	(³)	(³)	127.7	(³)	(³)	127.7	(³)	(³)	127.9	(³)	(³)	127.1	(³)	127.2	123.4	
Baltimore, Md.	(³)	(³)	129.5	(³)	(³)	129.3	(³)	(³)	128.7	(³)	(³)	128.3	(³)	128.3	126.8	
Boston, Mass.	(³)	130.0	(³)	(³)	129.3	(³)	(³)	129.1	(³)	(³)	128.7	(³)	(³)	128.4	125.8	
Chicago, Ill.	129.9	130.1	130.2	130.5	130.4	130.6	130.5	130.7	130.4	130.3	130.4	130.1	129.6	129.9	128.1	
Cincinnati, Ohio.	(³)	(³)	124.8	(³)	(³)	125.0	(³)	(³)	124.8	(³)	(³)	124.6	(³)	124.4	123.1	
Cleveland, Ohio.	127.9	(³)	(³)	128.3	(³)	(³)	127.9	(³)	(³)	127.4	(³)	(³)	127.1	127.1	125.6	
Detroit, Mich.	125.6	125.6	125.8	126.4	126.3	125.8	125.7	125.7	125.4	125.6	125.8	125.1	124.3	124.9	123.8	
Houston, Tex.	126.1	(³)	(³)	125.1	(³)	(³)	126.4	(³)	(³)	126.1	(³)	(³)	125.1	125.8	124.6	
Kansas City, Mo.	(³)	129.5	(³)	(³)	127.6	(³)	(³)	128.2	(³)	(³)	127.9	(³)	(³)	127.5	125.9	
Los Angeles, Calif.	131.0	131.1	130.9	131.4	131.2	131.0	130.6	130.3	129.8	129.2	129.5	129.7	129.8	129.8	127.4	
Minneapolis, Minn.	(³)	129.0	(³)	(³)	127.8	(³)	(³)	128.5	(³)	(³)	127.5	(³)	(³)	127.5	125.6	
New York, N.Y.	125.6	125.8	126.1	126.2	126.1	126.3	126.5	126.1	125.5	125.3	124.8	124.9	124.9	125.2	122.8	
Philadelphia, Pa.	127.9	128.0	127.7	127.9	127.8	128.0	127.9	127.7	127.2	126.8	126.9	126.4	126.4	126.7	124.5	
Pittsburgh, Pa.	(³)	129.2	(³)	(³)	129.2	(³)	(³)	129.0	(³)	(³)	128.9	(³)	(³)	128.3	125.5	
Portland, Ore.	(³)	128.3	(³)	(³)	128.8	(³)	(³)	127.2	(³)	(³)	127.5	(³)	(³)	127.5	125.7	
St. Louis, Mo.	(³)	(³)	128.9	(³)	(³)	127.9	(³)	(³)	127.4	(³)	(³)	127.2	(³)	127.1	126.3	
San Francisco, Calif.	(³)	(³)	133.8	(³)	(³)	133.9	(³)	(³)	133.0	(³)	(³)	132.4	(³)	132.6	130.0	
Scranton, Pa.	124.1	(³)	(³)	123.5	(³)	(³)	123.9	(³)	(³)	121.8	(³)	(³)	(³)	122.1	120.8	
Seattle, Wash.	131.7	(³)	(³)	130.8	(³)	(³)	130.5	(³)	(³)	129.8	(³)	(³)	(³)	129.7	128.2	
Washington, D.C.	124.3	(³)	(³)	124.5	(³)	(³)	123.8	(³)	(³)	123.2	(³)	(³)	123.1	123.0	121.7	
Food																
All-city average *	120.7	121.2	121.2	121.4	121.3	121.4	121.1	120.9	120.2	120.1	120.6	120.3	119.7	119.7	118.3	
Atlanta, Ga.	116.2	117.0	117.4	117.9	118.1	118.2	118.7	118.7	118.2	118.1	117.4	117.6	116.8	117.0	115.7	
Baltimore, Md.	120.8	121.2	121.0	120.9	121.0	121.2	120.7	121.0	120.1	120.7	121.2	121.2	120.5	119.8	118.0	
Boston, Mass.	119.8	120.5	120.3	121.0	120.5	121.0	120.5	120.3	120.4	119.9	120.4	119.0	118.6	119.4	118.7	
Chicago, Ill.	118.6	118.8	118.7	119.3	119.2	119.1	118.7	118.6	118.1	118.4	119.3	118.8	117.2	117.5	115.8	
Cincinnati, Ohio.	121.5	121.7	121.5	122.1	122.4	122.2	121.9	122.6	121.3	120.8	121.9	121.5	120.4	120.5	118.8	
Cleveland, Ohio.	115.7	116.3	115.9	116.9	116.8	116.8	117.1	117.0	116.2	116.7	117.0	117.1	116.4	115.8	114.1	
Detroit, Mich.	121.1	121.3	121.1	121.3	120.9	120.1	119.4	119.6	118.9	120.0	120.6	120.0	119.0	118.7	117.5	
Houston, Tex.	116.1	116.7	116.0	116.3	116.2	116.2	116.5	116.2	115.8	115.8	115.6	114.8	114.4	115.0	114.7	
Kansas City, Mo.	114.7	115.3	115.5	115.9	114.6	114.8	114.5	113.9	113.1	112.9	113.9	114.0	112.7	112.9	112.2	
Los Angeles, Calif.	127.5	128.3	128.1	128.2	128.4	128.1	127.3	127.0	126.5	125.8	126.6	126.4	126.1	126.1	123.5	
Minneapolis, Minn.	118.6	118.6	119.0	119.2	119.4	119.7	119.2	119.7	118.6	118.7	118.9	119.3	118.1	118.4	118.0	
New York, N.Y.	121.0	121.6	122.5	122.8	122.7	122.8	123.6	123.2	122.5	122.5	121.9	121.8	121.8	122.0	120.3	
Philadelphia, Pa.	122.6	123.0	123.3	123.8	123.5	123.9	123.9	124.0	123.1	123.0	123.1	122.6	121.7	122.1	120.9	
Pittsburgh, Pa.	121.8	122.4	122.6	123.2	123.0	122.2	122.4	122.6	121.9	121.0	123.1	122.1	122.2	122.2	119.8	
Portland, Ore.	122.5	123.7	122.7	122.6	122.4	122.2	121.4	121.3	121.1	120.4	121.7	121.3	120.4	121.0	120.7	
St. Louis, Mo.	121.5	121.7	121.4	121.3	121.3	121.8	120.7	120.2	118.9	119.6	119.9	119.6	118.5	119.0	118.7	
San Francisco, Calif.	126.2	126.2	126.6	126.5	126.1	126.2	125.5	125.0	125.2	124.0	124.7	124.2	124.3	124.4	122.6	
Scranton, Pa.	116.7	116.9	117.7	117.7	117.1	117.4	117.0	117.0	115.9	114.8	115.7	116.5	115.8	115.5	115.4	
Seattle, Wash.	125.4	125.4	124.7	124.7	124.4	124.6	123.4	123.3	123.2	123.1	123.0	122.6	122.6	122.7	120.8	
Washington, D.C.	120.7	121.4	121.3	121.1	121.4	121.7	121.2	121.6	120.8	120.1	120.9	120.9	120.4	120.0	119.0	

¹ See footnote 1, table D-1. Indexes measure time-to-time changes in prices of goods and services purchased by urban wage-earner and clerical-worker families. They do not indicate whether it costs more to live in one city than in another.

² Average of 46 cities.
³ All items indexes are computed monthly for 5 cities and once every 3 months on a rotating cycle for 15 other cities.

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities
(1947-49=100, unless otherwise specified)

Commodity group	1961					1960										Annual average	
	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1960 ³	1959		
All commodities.....	119.0	119.3	119.8	119.9	119.8	119.5	119.6	119.6	119.2	119.2	119.7	119.6	119.7	119.6	119.5		
Farm products and processed foods.....	97.7	98.8	100.1	100.7	100.0	99.2	99.7	99.5	98.1	97.4	99.1	98.6	99.1	98.5	98.2		
Farm products.....	87.0	88.1	90.1	90.3	89.7	88.7	89.9	89.5	87.7	86.6	88.9	89.0	90.4	88.8	89.1		
Fresh and dried fruits and vegetables.....	106.2	101.7	110.1	103.9	106.7	99.5	107.5	109.2	104.7	98.7	112.9	109.7	116.9	106.7	102.7		
Grains.....	74.5	73.5	76.2	75.9	75.3	72.7	70.3	73.5	74.9	74.3	75.5	77.5	77.8	75.7	77.3		
Livestock and live poultry.....	79.3	82.9	83.7	85.8	84.8	82.8	81.8	80.7	79.0	80.7	84.1	85.1	85.8	82.6	85.1		
Plant and animal fibers.....	95.3	93.5	93.0	91.3	90.8	90.7	90.8	90.8	92.1	92.2	96.4	96.7	96.6	94.2	98.2		
Fluid milk.....	95.6	96.7	98.6	99.6	101.1	102.3	102.3	101.5	99.8	97.0	95.5	93.2	92.7	98.0	94.4		
Eggs.....	63.6	67.2	76.7	82.0	75.2	87.7	108.1	98.9	85.5	76.4	65.4	64.2	69.6	77.3	65.6		
Hay, hayseeds, and oilseeds.....	86.0	89.1	82.5	78.6	77.6	74.1	72.5	72.2	72.3	73.7	73.5	74.4	75.5	74.7	76.6		
Other farm products.....	129.5	129.4	129.3	129.5	128.0	130.4	129.1	130.4	129.5	128.6	127.7	128.0	128.3	128.5	132.6		
Processed foods.....	107.9	109.0	109.6	110.8	109.8	109.2	109.1	109.0	108.1	107.8	108.9	107.6	107.3	107.7	107.0		
Cereal and bakery products.....	123.6	123.6	123.6	123.6	123.5	123.5	123.1	123.1	122.4	122.0	122.5	121.2	121.2	121.8	119.9		
Meats, poultry, and fish.....	92.8	95.3	96.7	100.2	98.3	97.3	96.6	97.8	96.6	96.8	96.6	98.1	98.6	96.7	98.2		
Dairy products and ice cream.....	118.9	119.4	120.4	119.7	121.2	122.0	121.7	121.3	120.5	118.0	117.3	116.0	114.9	118.5	114.3		
Canned and frozen fruits and vegetables.....	109.6	111.7	112.2	112.6	112.3	110.1	109.4	108.8	107.7	106.6	107.3	106.9	106.3	107.0	109.0		
Sugar and confectionery.....	115.8	114.9	115.1	115.8	116.2	116.3	117.4	117.1	117.9	116.9	117.2	114.3	114.3	115.5	115.1		
Packaged beverage materials.....	139.7	139.7	139.7	139.7	139.7	140.9	140.9	140.9	140.9	143.5	143.5	143.5	143.5	143.5	140.5		
Animal fats and oils.....	64.9	70.8	75.8	75.9	64.4	62.4	66.1	62.0	60.0	66.0	62.1	58.9	58.0	58.4	58.4		
Crude vegetable oils.....	69.3	70.8	65.8	63.2	57.2	52.4	53.1	49.9	48.7	51.6	50.3	50.3	48.7	49.1	48.1		
Refined vegetable oils.....	72.7	72.4	70.6	67.9	64.6	61.2	59.8	57.4	55.2	56.8	55.5	56.3	57.0	56.7	58.0		
Vegetable oil end products.....	85.9	85.1	84.1	80.1	78.1	77.4	76.1	75.2	74.7	73.3	72.7	72.7	71.5	73.2	74.0		
Other processed foods.....	101.4	100.9	101.4	101.3	101.1	100.8	102.8	100.5	101.4	101.7	103.3	103.9	102.2	102.2	96.7		
All commodities except farm products.....	124.3	124.5	124.8	124.9	124.8	124.6	124.6	124.6	124.4	124.6	124.8	124.6	124.8	124.7	124.8		
All commodities except farm and foods.....	127.8	127.9	128.1	128.0	128.0	127.9	127.9	128.0	127.9	128.2	128.2	128.2	128.2	128.3	128.3		
Textile products and apparel.....	94.4	94.4	94.7	94.8	95.0	95.2	95.4	95.8	95.9	96.1	96.3	96.3	96.3	96.1	95.0		
Cotton products.....	89.9	89.8	90.1	90.1	90.7	91.2	91.7	92.8	93.4	94.3	94.7	94.8	94.8	94.2	91.1		
Wool products.....	101.0	100.0	99.8	99.8	100.0	100.8	101.3	101.1	101.2	101.5	101.8	102.1	102.4	102.1	101.6		
Manmade fiber textile products.....	76.7	76.8	77.0	77.5	77.4	77.8	78.2	78.5	78.6	78.9	79.6	79.6	79.7	79.1	81.1		
Silk products.....	131.5	129.5	129.5	129.3	130.8	125.7	125.9	128.5	128.4	128.6	123.3	121.6	118.7	122.9	113.6		
Apparel.....	100.5	100.6	100.6	100.6	100.7	101.0	101.0	101.1	101.1	101.0	101.0	100.8	100.6	100.9	100.0		
Other textile products.....	93.0	93.8	100.5	101.4	99.6	92.6	92.1	91.3	85.7	84.6	81.9	85.1	86.8	85.2	76.8		
Hides, skins, leather, and leather products.....	111.2	110.3	109.8	108.2	108.3	108.8	108.5	108.5	108.1	108.7	110.1	110.3	111.2	110.3	114.3		
Hides and skins.....	73.7	70.7	71.2	62.3	62.7	64.9	65.8	64.1	62.3	63.6	68.0	67.1	72.9	68.1	90.7		
Leather.....	103.9	102.1	100.1	97.5	97.9	99.4	97.1	98.1	97.5	98.9	102.2	103.0	103.5	101.5	111.8		
Footwear.....	132.8	132.8	132.7	132.8	132.7	132.5	132.5	132.5	132.5	132.5	132.5	132.5	132.5	133.0	129.5		
Other leather products.....	105.1	104.3	104.1	103.7	103.9	103.9	104.2	104.0	103.9	104.7	105.6	106.4	106.7	105.8	109.0		
Fuel, power, and lighting materials.....	113.6	115.7	117.5	117.8	117.3	116.2	116.1	116.2	116.1	116.3	116.8	117.3	118.7	118.8	113.8		
Coal.....	116.1	119.0	122.8	123.5	123.5	123.1	123.0	122.5	122.4	121.3	120.3	119.5	118.7	121.8	122.6		
Coke.....	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	169.8		
Gas fuels.....	118.1	117.8	121.7	122.3	121.1	120.0	120.2	120.9	121.3	116.6	114.4	112.2	111.6	116.6	110.9		
Electric power.....	102.4	102.5	102.4	102.2	102.3	102.3	102.4	102.1	102.1	102.1	102.1	102.0	101.8	101.7	101.9		
Petroleum and products.....	117.6	120.6	122.8	123.1	122.4	120.8	120.6	121.0	120.7	120.0	117.9	116.0	113.6	117.5	116.6		
Chemicals and allied products.....	110.7	110.8	110.6	110.4	110.0	110.4	110.3	110.3	110.4	110.5	110.4	110.2	110.2	110.2	109.9		
Industrial chemicals.....	123.1	123.4	123.4	123.3	123.1	123.5	123.6	123.6	124.5	124.6	124.7	124.6	124.6	124.2	123.8		
Prepared paint.....	132.1	132.1	132.1	132.1	131.5	130.3	128.4	128.4	128.4	128.4	128.4	128.3	128.3	128.5	128.3		
Paint materials.....	104.3	104.9	105.0	105.0	104.5	104.4	104.8	104.6	104.5	103.8	103.2	103.0	103.8	101.9	101.9		
Drugs and pharmaceuticals.....	94.7	94.7	94.7	94.7	94.2	94.1	94.1	94.4	95.0	95.4	95.1	95.1	94.8	94.6	93.4		
Fats and oils, inedible.....	61.0	61.1	57.1	54.3	50.1	48.5	48.9	47.8	47.7	48.9	47.8	47.9	50.2	49.0	50.7		
Mixed fertilizer.....	112.2	112.2	112.3	111.9	111.9	111.1	112.1	112.9	112.9	112.3	110.3	110.2	111.0	109.5	109.5		
Fertilizer materials.....	112.0	112.0	112.0	112.1	112.2	111.9	111.9	111.2	108.3	108.2	110.4	108.8	108.8	109.6	106.9		
Other chemicals and allied products.....	106.2	106.0	106.0	105.9	105.8	107.3	107.4	107.3	106.7	106.7	106.4	106.4	106.4	106.7	106.6		
Rubber and rubber products.....	141.1	140.7	140.7	140.2	140.1	141.2	143.6	144.7	144.9	145.3	146.9	146.7	146.3	144.7	144.6		
Crude rubber.....	142.4	138.9	138.8	135.3	135.5	130.5	140.3	146.5	147.7	151.4	160.9	169.6	169.6	155.7	182.0		
Tires and tubes.....	138.3	138.3	137.1	137.1	137.2	137.1	141.3	141.3	141.3	141.3	141.3	137.0	137.0	138.4	143.4		
Other rubber products.....	143.0	143.5	144.6	144.6	144.5	146.8	146.8	146.8	146.8	146.8	146.8	146.8	146.8	145.6	142.2		
Lumber and wood products.....	118.0	118.2	118.8	114.9	115.7	116.5	116.9	117.7	118.7	119.6	121.5	122.4	123.7	121.3	125.8		
Lumber.....	117.2	116.8	114.6	113.4	115.0	115.1	116.3	117.9	119.2	121.6	123.1	124.9	124.9	121.4	127.1		
Millwork.....	133.3	134.5	134.5	134.7	135.6	135.5	135.8	135.3	135.5	136.7	137.2	136.9	136.9	136.6	138.0		
Plywood.....	97.3	98.9	92.9	91.8	92.5	95.1	96.1	97.1	96.4	94.7	95.8	95.8	95.8	96.1	101.2		
Pulp, paper, and allied products.....	131.5	131.7	132.1	132.8	132.6	132.3	133.1	134.4	133.0	133.0	133.5	133.5	133.4	133.2	132.2		
Woodpulp.....	114.4	114.4	114.5	114.5	114.5	114.5	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2		
Waste paper.....	62.7	62.7	62.7	62.7	62.7	62.7	62.7	62.7	62.7	62.7	62.7	62.7	62.7	62.7	62.7		
Paper.....	145.3	145.3	145.7	145.7	145.7	145.7	145.7	145.7	145.7	145.7	145.7	145.7	145.7	145.7	145.7		
Paperboard.....	129.5	129.7	130.2	130.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4		
Converted paper and paperboard products.....	130.5	130.9	131.4	131.7	131.7	131.1	131.1	131.1	131.1	130.6	130.5	131.0	130.9	130.6	130.6		
Building paper and board.....	145.3	145.3	145.7	146.0	145.4	145.4	145.4	145.7	145.3	145.8	144.2	145.1	145.1	145.7	145.4		
Metals and metal products.....	153.4	153.1	152.8	152.5	152.3	152.2	152.3	152.8	153.5	153.5	153.5	153.5	153.5	154.2	153.8		

TABLE D-3. Indexes of wholesale prices,¹ by group and subgroup of commodities—Continued

[1947-49=100, unless otherwise specified]

Commodity group	1961					1960										Annual average	
	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1960 ³	1959		
Machinery and motive products	152.3	152.3	153.0	153.1	153.2	153.1	153.0	152.9	151.4	153.3	153.3	153.2	153.3	153.4	153.0		
Agricultural machinery and equipment.....	148.7	148.6	148.6	148.6	148.5	148.0	148.2	146.7	146.2	146.1	146.0	145.9	145.7	146.1	143.4		
Construction machinery and equipment.....	178.3	178.2	178.1	178.1	177.6	177.0	177.3	176.7	176.7	176.6	176.5	175.3	175.3	175.6	171.3		
Metalworking machinery and equipment.....	182.2	182.3	182.7	182.7	182.6	182.3	182.1	181.2	181.0	180.1	179.9	179.7	179.1	179.9	174.5		
General purpose machinery and equipment.....	166.3	166.2	166.2	166.1	166.0	166.1	166.3	166.5	166.9	166.4	166.6	166.4	167.8	167.1	165.3		
Miscellaneous machinery.....	151.4	151.4	151.4	151.4	151.3	150.9	150.7	150.4	150.2	150.2	150.1	150.2	150.0	150.2	149.4		
Electrical machinery and equipment.....	149.9	149.9	152.1	152.0	152.2	152.4	152.4	152.6	152.7	153.3	153.5	153.3	153.3	154.2	154.4		
Motor vehicles.....	140.3	140.3	140.2	140.5	140.7	140.7	140.5	140.3	140.4	141.6	141.6	141.6	141.6	140.8	142.8		
Furniture and other household durables	122.3	122.5	122.2	122.2	122.4	122.6	122.6	122.7	122.8	122.9	123.1	123.0	123.2	123.1	123.4		
Household furniture.....	126.2	126.1	126.0	126.0	125.9	125.7	125.7	125.6	125.0	125.0	124.9	124.9	125.0	125.1	124.1		
Commercial furniture.....	156.0	156.0	156.0	156.0	156.0	157.1	157.1	157.1	157.1	157.1	156.7	156.7	156.8	156.8	155.2		
Floor coverings.....	128.2	128.2	128.2	128.1	128.3	130.2	130.2	130.5	130.5	130.6	130.6	130.6	130.6	130.6	128.1		
Household appliances.....	99.7	99.8	99.8	100.0	100.1	100.4	100.6	100.9	100.9	101.1	101.7	101.7	102.1	101.9	104.7		
Television, radio receivers, and phonographs.....	89.5	90.6	90.7	90.4	91.0	91.2	90.5	90.5	91.1	91.1	91.4	91.4	91.7	91.3	92.9		
Other household durable goods.....	158.4	158.3	156.8	156.8	156.9	156.6	156.6	156.8	157.6	157.6	157.4	157.4	157.4	157.4	156.4		
Nonmetallic minerals—structural	138.6	138.7	138.7	138.4	138.6	137.9	137.9	138.1	138.0	137.8	137.8	137.8	137.9	138.0	137.7		
Flat glass.....	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	132.4	135.3		
Concrete ingredients.....	142.6	142.6	142.6	142.3	142.3	142.0	142.1	142.1	142.2	142.2	142.1	142.1	142.1	142.1	140.3		
Concrete products.....	131.4	131.3	131.1	130.9	131.2	131.0	131.0	131.0	131.0	131.1	131.1	131.1	131.1	131.1	129.7		
Structural clay products.....	161.4	162.1	162.1	162.1	162.1	162.3	162.3	162.2	162.1	162.0	161.8	161.7	161.7	161.8	160.2		
Gypsum products.....	134.9	134.9	134.9	134.9	134.9	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.1		
Prepared asphalt roofing.....	112.7	114.1	114.1	114.1	114.1	106.6	106.6	106.6	106.6	106.6	106.6	106.6	106.6	107.3	116.4		
Other nonmetallic minerals.....	133.7	133.7	133.6	133.5	133.5	133.6	133.6	133.6	134.5	134.6	134.6	134.6	134.6	134.6	132.4		
Tobacco products and bottled beverages	132.1	132.1	132.1	132.1	132.1	132.1	132.0	132.0	132.0	132.0	131.8	131.7	131.7	131.8	131.4		
Tobacco products.....	130.9	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.5		
Alcoholic beverages.....	121.2	121.2	121.3	121.3	121.2	121.2	121.1	121.1	121.1	121.1	120.6	120.6	120.6	121.3	121.3		
Nonalcoholic beverages.....	171.7	171.7	171.7	171.7	171.7	171.4	171.4	171.4	171.4	171.4	171.4	171.4	171.4	171.4	167.4		
Miscellaneous products	97.9	96.1	95.7	94.6	95.4	92.4	90.6	90.3	91.1	89.9	90.8	90.9	91.1	92.1	94.5		
Toys, sporting goods, small arms, and ammunition.....	119.6	119.6	119.4	118.9	118.9	118.6	118.6	118.6	118.6	118.5	118.6	118.3	118.3	118.3	117.5		
Manufactured animal feeds.....	79.6	76.4	75.5	73.8	75.1	70.0	66.8	66.2	67.7	65.6	67.3	67.6	68.0	69.0	75.1		
Notions and accessories.....	96.4	96.4	96.4	96.4	96.4	96.4	96.4	96.4	96.4	97.3	97.3	96.4	96.4	96.9	97.3		
Jewelry, watches, and photographic equipment.....	111.4	111.5	111.6	111.5	111.5	110.9	110.9	110.9	110.9	110.9	110.7	110.2	110.5	110.7	108.9		
Other miscellaneous products.....	131.7	131.5	132.2	132.7	132.7	132.4	132.1	132.6	132.5	132.3	132.8	132.6	132.5	132.2	132.2		

¹ As of January 1958, new weights reflecting 1954 values were introduced into the index. Technical details furnished upon request to the Bureau.
² Preliminary. ³ Revised. ⁴ January 1958=100.

¹ This index was formerly tobacco manufactures and bottled beverages.
² New series.

TABLE D-4. Indexes of wholesale prices for special commodity groupings¹

[1947-49=100]

Commodity group	1961										1960					Annual average	
	May ²	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1960 ³	1959		
All foods	105.4	106.1	107.9	108.5	107.7	107.3	108.8	108.5	106.6	105.4	106.9	105.5	106.1	106.0	104.4		
All fish.....	128.5	125.8	131.9	133.0	130.9	133.2	131.5	129.4	128.1	124.4	129.9	126.5	126.6	126.7	124.5		
All commodities except farm products.....	124.3	124.5	124.8	124.9	124.8	124.6	124.6	124.6	124.4	124.6	124.7	124.7	124.7	124.7	124.5		
Textile products, excluding hard fiber products.....	88.9	85.8	86.0	86.2	85.5	90.0	90.5	91.2	91.6	92.2	92.7	92.8	92.8	92.8	91.4		
Refined petroleum products.....	115.5	119.0	121.7	122.1	121.2	119.3	119.1	119.5	119.2	118.3	115.8	115.5	115.4	115.4	114.2		
East Coast petroleum.....	113.8	115.1	116.4	116.9	114.2	111.4	111.4	112.4	111.4	111.0	109.8	109.8	110.6	111.0	108.9		
Midcontinent petroleum.....	115.4	123.8	125.3	126.1	124.1	125.2	124.7	124.7	124.7	123.2	118.5	114.4	106.2	117.0	115.7		
Gulf Coast petroleum.....	120.0	122.2	127.3	127.3	125.6	122.9	122.9	122.9	122.9	122.9	121.0	118.1	118.1	120.4	118.4		
Pacific Coast petroleum.....	109.0	104.3	106.1	106.1	107.3	105.5	105.5	107.3	106.0	104.1	105.1	106.6	108.1	105.8	108.2		
Bituminous coal, in domestic sizes.....	117.4	117.8	126.4	127.9	127.9	127.7	127.4	126.2	126.1	124.4	122.0	121.0	119.2	124.7	124.9		
Soaps.....	109.4	107.5	107.5	107.5	107.5	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6		
Synthetic detergents.....	103.0	103.0	103.0	103.2	102.7	122.9	102.9	103.6	101.2	101.2	101.2	101.2	101.2	101.2	101.4		
Lumber and wood products, excluding millwork.....	115.6	115.5	112.6	111.5	112.3	113.3	113.7	114.8	116.0	116.8	118.9	120.2	121.7	118.9	124.5		
Softwood lumber.....	116.4	116.1	113.2	112.2	112.7	112.8	114.1	114.1	116.0	117.6	120.3	122.1	124.5	120.4	128.1		
Pulp, paper and products, excluding bldg. paper.....	131.1	131.3	131.8	132.4	132.3	132.0	132.8	133.1	132.7	132.7	133.3	133.2	133.1	132.9	131.8		
Special metals and metal products.....	150.2	150.0	149.8	149.6	149.6	149.5	149.5	149.5	148.7	150.6	150.6	150.6	151.0	150.5	150.8		
Steel mill products.....	187.3	187.5	187.6	187.6	187.6	187.6	187.6	187.6	187.6	187.6	187.7	188.1	188.3	187.9	188.2		
Machinery and equipment.....	158.7	158.7	159.7	159.7	159.7	159.6	159.6	159.6	159.6	159.6	159.6	159.6	159.6	159.6	158.5		
Agricultural machinery, including tractors.....	150.6	150.6	150.6	150.5	150.5	150.5	150.5	148.6	148.6	147.9	147.9	147.9	147.9	147.9	144.8		
Metalworking machinery.....	189.3	189.3	189.2	189.0	189.0	189.0	189.3	188.0	187.7	188.5	186.5	186.5	186.5	186.7	181.8		
Total tractors.....	159.4	159.4	159.4	159.4	159.4	159.4	159.4	159.4	159.4	159.4	159.4	159.4	159.4	159.4	153.3		
Industrial valves.....	202.8	202.9	202.4	201.2	201.2	201.2	201.2	201.2	201.2	201.2	206.5	206.5	206.1	205.1	166.9		
Industrial fittings.....	121.9	121.9	121.9	122.3	121.3	121.7	121.7	122.4	122.5	121.9	125.4	125.4	125.4	125.4	139.0		
Antifriction bearings and components.....	130.7	130.7	130.7	131.4	131.4	131.4	132.9	132.9	132.9	132.9	132.9	134.5	134.5	133.6	136.1		
Abrasive grinding wheels.....	146.9	146.9	146.9	146.9	146.9	146.9	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	152.5		
Construction materials.....	131.1	131.0	130.0	129.6	129.9	130.0	130.3	130.5	131.1	131.4	132.1	132.9	133.9	132.6	134.6		

¹ See footnote 1, table D-3.
² Preliminary. ³ Revised.

NOTE: For a description of these series, see Wholesale Prices and Price Indexes, 1958, BLS Bull. 1257 (1959).

TABLE D-5. Indexes of wholesale prices,¹ by stage of processing and durability of product

[1947-49=100]

Commodity group	1961					1960								Annual average	
	May ¹	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	July	June	May	1960 ²	1959
All commodities.....	119.0	119.3	119.8	119.9	119.8	119.5	119.6	119.6	119.2	119.2	119.7	119.5	119.7	119.6	119.5
<i>Stage of processing</i>															
Crude materials for further processing.....	93.3	94.4	95.2	95.2	94.5	93.3	93.0	93.3	92.9	92.7	94.8	95.3	96.0	94.5	94.7
Crude foodstuffs and feedstuffs.....	83.7	85.4	86.8	87.6	87.2	85.5	85.1	85.1	83.9	83.8	86.1	86.8	87.6	85.7	86.8
Crude nonfood materials except fuel.....	108.3	108.0	107.1	105.5	104.3	104.1	104.1	104.8	106.1	105.9	107.7	108.2	108.9	107.5	112.2
Crude nonfood materials, except fuel, for manufacturing.....	106.4	106.0	105.0	103.4	102.1	101.8	101.8	102.7	104.0	103.8	105.8	106.3	107.1	105.5	110.8
Crude nonfood materials, except fuel, for construction.....	142.6	142.6	142.6	142.3	142.3	142.0	142.1	142.2	142.2	142.1	142.1	142.1	142.1	142.1	140.3
Crude fuel.....	120.8	122.4	126.5	127.2	126.8	126.3	126.2	126.0	126.1	124.1	122.7	121.5	120.7	124.4	123.4
Crude fuel for manufacturing.....	120.4	121.7	125.9	126.6	126.3	125.8	125.7	125.5	125.6	123.6	122.2	121.1	120.3	123.9	122.9
Crude fuel for nonmanufacturing.....	121.3	123.4	127.4	128.0	127.7	127.1	127.0	126.9	127.0	124.8	123.4	122.2	121.4	125.2	124.1
Intermediate materials, supplies, and components.....	126.8	126.8	126.8	126.6	126.7	126.4	126.5	126.6	126.8	126.8	127.0	127.0	127.1	127.0	127.0
Intermediate materials and components for manufacturing.....	128.1	127.9	128.0	127.9	127.8	127.9	128.1	128.4	128.5	128.7	129.0	129.1	129.2	128.9	129.0
Intermediate materials for food manufacturing.....	103.1	103.7	103.6	103.5	102.3	101.3	101.7	100.7	100.6	99.8	100.1	100.1	99.6	98.6	98.5
Intermediate materials for nondurable manufacturing.....	105.2	105.1	105.1	104.9	105.0	105.2	105.5	105.9	106.2	106.5	106.9	106.8	106.8	106.4	106.4
Intermediate materials for durable manufacturing.....	156.5	156.0	155.8	155.6	156.1	156.6	156.7	157.2	157.7	157.8	158.1	158.4	158.8	158.1	157.9
Components for manufacturing.....	149.2	148.9	149.5	149.6	149.4	149.3	149.5	149.8	149.8	150.0	150.1	150.3	150.8	150.7	151.5
Materials and components for construction.....	134.4	134.5	133.7	133.4	133.6	133.7	133.9	134.2	134.6	134.8	135.3	135.8	136.4	135.5	136.5
Processed fuels and lubricants.....	109.4	110.7	112.1	112.1	111.9	111.6	111.6	111.7	111.4	111.0	109.6	108.3	106.3	108.9	106.0
Processed fuels and lubricants for manufacturing.....	109.6	110.6	111.8	111.7	111.5	111.3	111.3	111.3	111.3	111.0	110.6	109.4	108.3	106.7	105.6
Processed fuels and lubricants for nonmanufacturing.....	109.2	111.0	112.8	112.8	112.7	112.3	112.3	112.4	112.1	111.8	109.9	108.4	105.6	109.1	106.8
Containers, nonreturnable.....	140.3	140.6	141.3	141.5	141.5	139.4	139.3	139.2	138.5	138.3	138.3	138.9	130.1	138.6	136.7
Supplies.....	118.4	117.9	117.8	117.1	117.5	116.1	115.2	115.1	115.4	114.8	115.3	115.4	115.4	115.8	116.6
Supplies for manufacturing.....	147.9	148.2	149.1	148.6	148.7	149.6	149.6	149.8	149.7	149.5	149.8	149.8	149.5	149.3	143.5
Supplies for nonmanufacturing.....	105.0	104.1	103.7	103.4	103.4	101.2	100.1	99.9	100.3	99.5	100.1	100.2	100.4	101.0	104.1
Manufactured animal feeds.....	73.4	70.7	69.6	67.8	69.1	64.2	61.0	60.1	61.7	59.3	61.2	61.6	62.0	63.8	74.7
Other supplies.....	123.6	123.7	123.7	123.7	123.6	123.0	123.1	123.2	123.0	123.1	123.0	122.9	122.0	122.9	121.3
Finished goods (goods to users, including raw foods and fuels).....	120.7	121.2	122.1	122.5	122.3	122.2	122.7	122.4	121.5	121.5	121.8	121.1	121.2	121.5	120.6
Consumer finished goods.....	112.8	113.4	114.4	114.8	114.5	114.4	114.9	114.7	113.7	113.6	113.9	113.1	113.2	113.6	112.5
Consumer foods.....	105.3	107.1	109.0	109.9	109.2	109.0	110.4	110.1	108.2	107.1	108.4	106.9	107.5	107.7	105.5
Consumer crude foods.....	92.1	91.4	92.2	98.8	98.0	99.6	109.1	106.6	100.3	94.3	96.5	93.4	98.3	98.0	91.9
Consumer processed foods.....	109.3	110.5	111.1	112.3	111.6	111.0	110.8	110.9	110.0	109.8	110.9	109.8	109.5	109.7	108.4
Consumer other nondurable goods.....	113.7	114.5	115.1	115.2	115.0	114.7	114.7	114.8	114.8	114.6	114.1	113.6	113.2	114.1	113.4
Consumer durable goods.....	125.5	125.6	125.5	125.6	125.8	125.8	125.8	125.7	123.6	126.2	126.3	126.2	126.3	126.1	126.5
Producer finished goods.....	153.0	153.0	153.7	153.8	153.9	153.8	153.6	153.4	152.5	153.7	153.6	153.4	153.3	153.8	153.2
Producer finished goods for manufacturing.....	160.4	160.3	160.4	160.7	160.6	160.6	160.4	160.2	159.2	160.2	160.0	159.9	159.6	160.0	158.1
Producer finished goods for nonmanufacturing.....	146.6	146.6	147.7	147.7	148.1	147.8	147.7	147.6	146.6	148.0	147.9	147.7	147.8	148.4	149.1
<i>Durability of product</i>															
Total durable goods.....	144.9	144.9	144.8	144.7	144.8	145.0	145.0	144.9	144.5	145.5	145.6	145.8	146.1	145.7	145.9
Total nondurable goods.....	104.8	105.4	106.2	106.5	106.2	105.6	105.8	105.8	105.3	104.9	105.6	105.2	105.2	105.3	105.0
Total manufactures.....	125.4	125.7	125.9	126.0	125.9	125.7	125.7	125.7	125.5	125.7	125.9	125.8	125.7	125.8	125.5
Durable manufactures.....	146.1	146.0	146.0	146.0	146.1	146.4	146.4	146.3	145.8	146.5	146.9	147.2	147.4	147.0	147.0
Nondurable manufactures.....	109.0	109.6	109.9	110.2	110.0	109.4	109.3	109.5	109.2	109.1	109.3	108.8	108.5	108.9	108.5
Total raw or slightly processed goods.....	97.1	97.8	99.5	99.5	98.9	98.3	99.1	98.9	98.0	97.0	98.7	98.4	99.3	98.6	98.9
Durable raw or slightly processed goods.....	110.1	111.4	109.5	105.9	103.9	101.8	101.4	102.9	107.4	107.8	106.0	105.8	107.1	107.4	114.1
Nondurable raw or slightly processed goods.....	96.4	97.1	98.9	99.1	98.6	98.1	99.0	98.7	97.4	96.3	98.3	97.9	98.9	98.1	98.1

¹ See footnote 1, table D-30.² Preliminary.³ Revised.

NOTE: For description of the series by stage of processing, see New BLS Economic Sector Indexes of Wholesale Prices (in Monthly Labor Review, December 1955, pp. 1448-1453); and by durability of product and data beginning with 1947, see Wholesale Prices and Price Indexes, 1937, BLS Bull. 1236 (1938).

E.—Work Stoppages

TABLE E-1. Work stoppages resulting from labor-management disputes ¹

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935-39 (average).....	2,862	.....	1,130,000	.....	16,900,000	0.27
1947-49 (average).....	3,573	.....	2,380,000	.....	39,700,000	.46
1948.....	4,750	.....	3,470,000	.....	38,000,000	.47
1949.....	4,985	.....	4,600,000	.....	116,000,000	1.43
1947.....	3,663	.....	2,170,000	.....	34,600,000	.41
1948.....	3,419	.....	1,960,000	.....	34,100,000	.37
1949.....	3,006	.....	3,030,000	.....	60,800,000	.59
1950.....	4,843	.....	2,410,000	.....	38,800,000	.44
1951.....	4,737	.....	2,220,000	.....	22,900,000	.23
1952.....	5,117	.....	3,540,000	.....	59,100,000	.57
1953.....	5,061	.....	2,400,000	.....	28,300,000	.26
1954.....	3,468	.....	1,530,000	.....	22,600,000	.21
1955.....	4,320	.....	2,550,000	.....	28,200,000	.26
1956.....	3,825	.....	1,900,000	.....	33,100,000	.29
1957.....	3,673	.....	1,390,000	.....	16,800,000	.14
1958.....	3,604	.....	2,060,000	.....	23,900,000	.22
1959.....	3,708	.....	1,840,000	.....	60,000,000	.61
1960.....	3,333	.....	1,320,000	.....	19,100,000	.17
1960: May.....	367	574	155,000	236,000	2,110,000	.23
June.....	400	629	214,000	314,000	2,850,000	.30
July.....	319	530	125,000	233,000	2,140,000	.24
August.....	361	554	134,000	221,000	1,700,000	.16
September.....	271	500	131,000	209,000	1,650,000	.17
October.....	258	432	106,000	146,000	1,500,000	.16
November.....	192	368	53,300	85,000	732,000	.08
December.....	110	250	27,500	53,200	458,000	.05
1961: January ²	170	300	80,000	100,000	700,000	.08
February ²	210	330	120,000	150,000	940,000	.11
March ²	220	350	55,000	75,000	610,000	.06
April ³	320	460	94,000	126,000	1,180,000	.14
May ³	430	620	120,000	165,000	1,530,000	.16

¹ The data include all known strikes or lockouts involving 6 or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect

or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

² Preliminary.

³ Revised preliminary.

F.—Work Injuries

TABLE F-1. Injury-frequency rates¹ for selected manufacturing industries

Industry	1961 ²				1960 ³				1959 ³				1958		Annual average	
	Jan.	Feb.	Mar.	Quarter	4th quarter	3d quarter	2d quarter	1st quarter	4th quarter	3d quarter	2d quarter	1st quarter	4th quarter	1960 ⁴	1959 ⁵	
All manufacturing.....	10.5	10.5	10.2	10.4	10.4	11.9	11.1	11.1	11.1	13.4	11.7	11.2	10.8	11.3	11.9	
Food and kindred products:																
Meatpacking and custom slaughtering.....	23.6	18.9	21.7	21.4	24.0	24.5	26.2	24.1	24.0	26.7	23.6	25.0	22.4	24.8	24.9	
Sausages and other prepared meat products.....	26.5	26.5	27.4	29.9	26.3	28.6	29.1	28.0	24.2	27.3	26.8	23.5	20.9	27.3	25.8	
Poultry and small game dressing and packing.....	(7)	(7)	(7)	32.1	35.8	40.8	34.0	32.5	38.3	49.3	38.7	40.0	43.0	36.7	43.9	
Dairy products.....	17.1	15.8	14.2	15.6	15.8	15.3	20.4	17.0	15.4	15.5	17.3	16.6	16.4	16.9	17.0	
Canning and preserving.....	17.7	19.6	17.3	18.1	19.6	23.7	18.6	18.6	17.2	23.7	17.9	19.1	18.0	20.7	20.8	
Grain-mill products.....	15.6	14.2	17.4	15.8	16.9	17.6	14.8	13.9	16.2	20.1	19.7	18.6	16.3	15.8	18.7	
Bakery products.....	19.7	18.2	14.3	17.4	14.1	17.9	16.8	16.4	15.2	18.3	14.9	15.4	16.7	16.3	16.0	
Cane sugar.....	9.6	13.1	8.3	10.2	14.2	18.2	10.0	12.2	13.0	13.3	17.3	12.7	15.3	13.8	14.2	
Confectionery and related products.....	13.4	17.3	14.9	15.2	16.1	14.5	17.3	15.7	17.5	13.4	12.7	10.5	13.1	15.8	13.7	
Bottled soft drinks.....	19.4	19.5	24.2	21.1	21.0	25.2	21.1	21.3	18.7	26.3	23.5	19.8	19.9	22.0	22.7	
Malt and malt liquors.....	14.8	18.8	19.8	17.8	17.9	18.1	19.0	19.0	17.5	21.9	18.2	17.2	15.1	18.5	19.1	
Distilled liquors.....	(7)	(7)	(7)	6.7	4.2	5.0	7.6	10.5	7.1	9.3	8.7	10.5	8.0	6.7	9.3	
Miscellaneous food products.....	14.3	14.7	12.9	14.0	12.9	18.0	13.2	13.2	15.8	18.4	15.4	14.5	13.6	14.4	16.2	
Textile-mill products:																
Cotton yarn and textiles.....	7.4	7.1	6.1	6.8	8.0	9.2	8.2	7.9	7.5	8.6	8.4	7.7	7.8	8.4	8.0	
Rayon, other synthetic, and silk textiles.....	6.5	5.8	5.4	5.9	8.0	7.5	7.1	7.1	8.1	8.3	8.5	7.5	7.1	7.5	8.0	
Woolen and worsted textiles.....	16.8	14.0	13.8	14.8	13.7	19.2	18.4	16.7	15.1	19.7	19.2	17.3	14.5	17.1	17.9	
Knit goods.....	5.5	7.0	5.2	5.9	4.2	4.9	4.8	6.0	6.7	6.2	5.9	5.9	4.3	5.0	6.0	
Dyeing and finishing textiles.....	16.7	14.0	14.5	15.0	11.8	10.3	11.6	15.0	14.0	13.3	11.5	11.3	14.0	12.2	12.5	
Miscellaneous textile goods.....	16.6	13.4	14.5	14.8	20.0	21.0	12.2	16.7	14.6	19.2	14.1	15.6	12.2	18.2	15.9	
Apparel and other finished textile products:																
Clothing, men's and boys'.....	5.2	7.0	4.6	5.6	6.0	7.6	6.4	5.6	7.0	7.2	7.1	5.9	5.4	6.4	6.8	
Clothing, women's and children's.....	5.1	6.0	4.0	5.1	4.5	6.2	5.2	5.1	4.9	5.0	4.5	5.5	4.5	5.3	5.1	
Fur goods and miscellaneous apparel.....	4.4	5.9	6.0	5.5	7.4	7.9	4.4	7.2	7.2	5.8	7.0	7.4	5.4	6.7	6.9	
Miscellaneous fabricated textile products.....	9.0	10.8	11.6	10.5	10.3	8.5	12.1	9.2	8.6	8.5	9.0	9.4	8.0	10.0	8.9	
Lumber and wood products (except furniture):																
Logging.....	58.0	49.2	41.5	50.5	59.3	60.0	60.1	60.7	63.5	77.0	61.9	62.5	63.4	60.4	65.4	
Sawmills and planing mills.....	33.0	32.9	32.8	32.9	32.9	45.2	38.9	35.9	40.3	42.4	41.3	38.6	37.5	38.4	40.9	
Millwork and structural wood products.....	21.2	25.3	22.0	22.7	19.2	25.8	25.6	20.7	24.6	30.7	23.6	21.3	22.4	22.0	25.1	
Plywood mills.....	18.3	24.1	24.1	22.2	23.4	23.2	22.1	19.6	24.1	23.7	25.0	25.3	23.1	22.2	24.9	
Wooden containers.....	35.1	33.7	31.4	33.3	26.4	33.6	36.0	24.1	27.2	34.1	24.9	33.7	26.5	32.5	29.9	
Miscellaneous wood products.....	31.8	29.6	37.8	33.3	29.4	34.8	27.3	33.5	23.8	32.8	33.5	29.7	29.6	31.8	29.9	
Furniture and fixtures:																
Household furniture, nonmetal.....	20.4	17.2	19.1	19.0	17.8	21.8	19.2	19.2	17.9	21.2	19.2	18.5	16.1	19.6	19.2	
Metal household furniture.....	(7)	(7)	(7)	22.7	25.4	22.3	17.8	22.1	18.4	19.9	18.5	14.8	17.7	21.6	17.0	
Mattresses and bedsprings.....	10.2	11.2	13.0	11.5	16.0	14.2	11.3	13.3	11.2	20.1	12.4	12.6	18.0	13.4	14.0	
Office furniture.....	9.4	14.2	14.7	12.7	10.8	16.0	15.0	13.0	11.9	20.4	18.0	15.1	13.1	13.5	16.3	
Public-building and professional furniture.....	(7)	(7)	(7)	15.9	19.9	16.3	18.6	15.3	13.8	13.7	14.8	17.8	12.4	17.5	14.9	
Partitions and fixtures.....	14.4	14.9	16.5	15.4	13.5	22.3	18.5	18.1	14.6	21.6	18.6	17.3	19.9	18.1	18.1	
Screens, shades, and blinds.....	(7)	(7)	(7)	(7)	(7)	(7)	18.1	19.1	17.8	17.8	16.7	13.4	14.2	14.8	16.3	
Paper and allied products:																
Pulp, paper, and paperboard mills.....	10.4	10.1	9.8	10.1	9.6	9.6	9.4	9.3	9.3	10.9	9.0	9.9	9.5	9.5	9.8	
Paperboard containers and boxes.....	12.3	14.1	15.0	13.9	14.2	14.1	14.5	14.0	13.7	17.5	16.9	15.2	15.2	14.2	15.9	
Miscellaneous paper and allied products.....	13.2	11.4	12.1	12.2	10.6	15.2	15.1	13.8	14.6	15.6	16.6	14.4	11.0	13.6	15.2	
Printing, publishing, and allied industries:																
Newspapers and periodicals.....	9.1	7.1	10.4	8.9	9.9	11.3	9.9	9.1	8.7	10.3	9.0	9.5	8.4	10.0	9.4	
Bookbinding and related products.....	(7)	(7)	(7)	18.5	20.2	21.2	16.1	14.6	16.2	14.2	17.3	13.4	12.4	17.5	15.2	
Miscellaneous printing and publishing.....	9.9	8.8	12.1	10.1	12.9	11.1	10.9	11.1	9.1	12.2	9.4	10.1	8.6	11.5	10.1	
Chemicals and allied products:																
Industrial inorganic chemicals.....	4.6	4.9	4.6	4.8	5.9	5.4	5.5	5.2	4.5	5.8	3.9	5.0	5.3	5.4	5.0	
Plastics, except synthetic rubber.....	3.8	3.8	4.0	3.8	10.6	4.3	4.7	5.5	4.7	6.8	5.8	5.1	4.5	6.3	5.7	
Synthetic rubber.....	(7)	(7)	(7)	1.8	1.2	1.7	1.9	.8	2.3	1.2	1.4	2.5	2.3	1.4	1.8	
Synthetic fibers.....	(7)	(7)	(7)	3.1	3.1	2.7	1.6	3.6	2.6	2.7	2.5	1.6	3.4	2.7	2.3	
Explosives.....	(7)	(7)	(7)	4.1	3.2	3.9	4.5	2.6	2.6	(7)	3.9	1.9	1.7	3.6	2.3	
Miscellaneous industrial organic chemicals.....	3.8	3.1	3.9	3.7	3.1	3.7	2.6	3.1	4.3	5.0	4.5	3.9	3.4	3.1	3.5	
Drugs and medicines.....	5.5	7.9	6.9	6.7	6.4	6.6	6.0	7.6	7.5	6.3	7.2	7.3	7.7	6.5	7.1	
Soaps and related products.....	13.2	11.0	15.3	13.3	11.0	10.3	7.2	9.6	8.6	8.8	11.3	8.1	9.4	9.6	9.2	
Paints, pigments, and related products.....	15.2	10.8	10.3	12.2	7.8	9.0	12.7	11.8	10.3	10.3	11.8	9.1	7.3	10.5	10.6	
Fertilizers.....	(7)	(7)	(7)	24.4	19.1	19.9	18.6	22.6	19.7	23.4	25.9	19.3	11.8	19.7	22.2	
Vegetable and animal oils and fats.....	19.9	25.1	19.2	21.3	19.8	21.5	21.5	22.8	21.9	22.7	21.9	24.6	23.6	21.6	22.8	
Compressed and liquefied gases.....	(7)	(7)	(7)	12.4	10.9	10.5	9.7	11.4	7.7	10.2	10.3	8.8	9.0	10.7	9.2	
Miscellaneous chemicals and allied products.....	12.6	13.2	14.1	13.3	13.1	14.5	13.5	13.7	13.2	14.0	13.9	14.7	14.0	13.8	14.0	
Rubber products:																
Tires and inner tubes.....	3.4	2.3	3.6	3.2	4.4	4.0	4.0	4.1	3.9	4.6	4.0	2.8	3.6	4.1	3.9	
Rubber footwear.....	2.8	9.2	5.3	5.8	7.4	7.3	9.0	8.3	4.7	5.0	9.0	8.9	4.0	8.0	6.1	
Miscellaneous rubber products.....	8.9	9.7	6.5	8.3	9.1	12.5	10.6	11.5	9.7	11.4	9.6	10.0	7.9	11.0	10.2	
Leather and leather products:																
Leather tanning and finishing.....	29.5	25.0	26.5	26.9	19.5	34.1	27.8	26.5	28.0	32.0	26.9	26.6	21.0	27.5	28.3	
Boot and shoe cut stock and findings.....	(7)	(7)	(7)	(7)	(7)	(7)	(7)	(7)	(7)	(7)	20.3	20.1	(7)	21.8	18.6	
Footwear (except rubber).....	10.2	7.9	8.4	8.8	7.6	9.4	7.9	8.8	9.2	11.4	9.8	9.4	8.5	8.5	10.0	
Miscellaneous leather products.....	9.2	6.5	7.3	7.6	12.8	12.0	12.4	13.8	11.4	12.9	13.5	10.0	12.9	13.7		
Stone, clay, and glass products:																
Glass and glass products.....	6.1	7.7	6.7	6.8	8.3	8.0	9.6	7.7	10.2	10.5	10.5	11.1	9.0	8.6	10.5	
Structural clay products.....	38.3	26.6	26.6	30.5	29.8	32.8	32.5	32.8	32.0	34.8	33.3	32.5	33.8	31.8	33.4	
Pottery and related products.....	15.7	16.4	16.1	16.1	11.7	14.2	12.4	13.7	13.2	19.8	16.4	14.3	14.8	13.4	15.9	
Concrete, gypsum, and mineral wool.....	19.9	22.4	19.3	20.5	17.6	21.2	24.6	20.1	23.0	34.2	27.9	22.8	24.4	20.9	27.5	
Miscellaneous nonmetallic mineral products.....	9.2	8.0	8.7	8.7	8.8	9.2	12.6	12.2	11.6	14.8	14.3	12.2	14.7	11.0	13.2	

See footnotes at end of table.

TABLE F.-1. Injury-frequency rates¹ for selected manufacturing industries—Continued

Industry	1961 ²										1959 ²				1958	Annual average	
	First Quarter				4th quarter	3d quarter	2d quarter	1st quarter	4th quarter	3d quarter	2d quarter	1st quarter	4th quarter	1960 ³	1959 ³		
	Jan.	Feb.	Mar.	Quarter													
Primary metal industries:																	
Blast furnaces and steel mills	3.3	3.6	3.2	3.3	3.2	3.6	3.6	3.7	4.1	(^a)	3.9	3.9	3.7	3.6	4.2		
Gray-iron and malleable foundries	25.9	24.9	23.5	24.8	22.5	25.4	24.0	25.8	24.3	28.9	27.0	25.3	21.6	24.5	26.4		
Steel foundries	16.2	15.3	18.0	16.6	17.8	16.8	17.1	20.8	18.2	23.0	21.0	18.9	15.6	18.3	20.3		
Nonferrous rolling, drawing, and alloying	9.4	7.9	7.8	8.4	10.5	10.1	10.0	9.4	11.3	9.3	10.8	10.4	8.4	10.0	10.4		
Nonferrous foundries	17.2	22.6	17.9	19.2	18.1	18.4	18.3	19.0	20.2	18.4	17.2	18.5	19.9	18.7	18.5		
Iron and steel forgings	14.3	19.0	14.0	15.6	16.2	17.7	17.6	19.5	17.5	22.0	19.0	16.2	14.1	18.0	18.6		
Wire drawing	14.6	20.2	11.6	15.3	13.1	11.8	14.5	16.5	18.7	31.0	13.9	11.5	15.1	15.1	17.6		
Welded and heavy-riveted pipe	9.0	7.6	12.7	9.9	8.7	8.7	10.6	10.5	8.7	7.1	8.9	10.7	9.6	9.6	9.6		
Cold-finished steel	8.7	8.3	11.3	9.5	8.6	10.5	7.3	8.6	8.8	11.4	11.3	9.2	7.6	8.8	10.1		
Fabricated metal products:																	
Tin cans and other tinware	3.1	5.5	5.3	4.7	5.5	9.1	7.4	6.6	6.1	6.6	7.0	5.8	5.8	7.2	6.4		
Cutlery and edge tools	(^a)	(^a)	(^a)	14.3	15.2	15.1	10.1	8.6	11.9	13.7	13.1	10.1	8.7	12.4	12.1		
Handtools, files, and saws	10.8	14.6	8.1	11.0	15.0	16.7	17.0	15.9	16.4	21.6	16.2	13.5	16.4	17.6	16.6		
Hardware	8.3	9.2	8.8	8.7	9.3	11.8	11.0	11.8	16.8	13.6	19.8	11.3	13.6	15.7	15.9		
Sanitary ware and plumbers' supplies	8.8	5.5	11.0	8.6	8.8	13.0	11.8	11.0	14.3	18.0	15.0	15.7	16.3	16.6	15.7		
Oil burners, heating and cooking apparatus	12.7	16.4	15.8	15.1	11.6	17.0	12.3	14.1	14.3	18.0	15.0	15.7	16.3	16.6	15.7		
Structural steel and ornamental metal work	20.5	20.9	17.4	19.6	19.0	22.4	21.3	17.1	20.2	(^a)	17.5	20.6	21.0	20.2	21.3		
Metal doors, sash, frame, and trim	19.4	19.3	22.4	20.5	18.1	15.0	16.5	14.0	20.6	23.2	21.2	17.5	16.2	20.6	20.6		
Boiler-shop products	16.5	18.2	16.1	16.9	17.7	22.9	20.6	18.5	19.1	21.4	19.1	17.9	18.2	19.9	19.5		
Sheet-metal work	18.8	27.6	20.7	22.2	17.3	19.7	22.8	24.4	21.8	24.9	27.2	21.2	17.8	21.6	23.6		
Stamped and pressed metal products	8.4	8.9	10.2	9.2	9.6	11.8	9.6	11.1	10.2	11.8	12.0	9.9	10.2	10.8	11.0		
Metal coating and engraving	(^a)	(^a)	(^a)	(^a)	23.8	22.5	25.6	23.4	20.2	22.8	31.0	25.6	21.2	14.0	12.8		
Fabricated wire products	10.9	12.4	9.6	10.9	15.3	16.6	18.0	16.3	14.1	18.4	15.2	15.7	13.8	14.5	15.7		
Metal barrels, drums, kegs, and pails	(^a)	(^a)	(^a)	(^a)	(^a)	7.1	14.1	14.1	(^a)	(^a)	18.4	(^a)	12.2	12.0	14.0		
Steel springs	(^a)	(^a)	(^a)	(^a)	(^a)	23.0	25.9	18.2	16.3	23.4	18.3	18.3	17.7	22.2	19.1		
Bolts, nuts, washers, and rivets	13.3	10.1	9.0	10.8	13.9	13.0	12.4	15.5	12.0	13.6	13.7	12.1	12.4	13.8	12.9		
Screw-machine products	8.5	12.1	13.4	11.3	11.0	13.9	11.1	12.6	9.6	16.7	15.4	11.1	11.1	13.2	13.4		
Fabricated metal products, not elsewhere classified	10.3	8.2	8.8	9.1	13.4	16.9	10.3	12.4	8.8	12.4	9.9	10.0	10.8	13.8	10.4		
Machinery (except electrical):																	
Engines and turbines	6.7	6.2	5.4	6.0	5.7	5.9	7.0	6.9	6.2	7.5	7.2	8.0	7.4	6.5	7.3		
Agricultural machinery and tractors	7.3	9.0	8.0	8.1	7.0	7.3	7.7	7.4	7.8	7.8	10.4	9.2	8.0	7.3	8.9		
Construction and mining machinery	16.7	17.4	15.4	16.5	14.4	15.4	15.1	15.7	14.8	18.1	16.7	15.1	12.2	15.2	16.1		
Metalworking machinery	7.5	8.7	8.0	8.1	9.0	8.7	10.4	10.3	8.7	10.0	8.7	8.4	8.4	9.6	9.0		
Food-products machinery	13.9	9.0	14.4	12.5	12.0	14.9	14.8	11.4	8.2	12.6	13.3	13.6	10.3	13.0	12.5		
Textile machinery	17.7	11.0	10.4	12.5	12.9	17.3	16.9	15.6	17.3	14.8	15.3	12.6	10.2	16.2	15.2		
Miscellaneous special industry machinery	10.0	11.5	15.2	12.3	11.7	14.8	15.7	14.0	15.0	12.7	13.2	13.2	12.7	14.0	12.8		
Pumps and compressors	11.3	10.3	10.9	10.9	13.0	13.1	12.7	14.4	10.7	13.7	11.8	13.0	10.6	13.3	12.6		
Elevators, escalators, and conveyors	16.3	13.2	15.9	15.2	16.2	17.0	15.9	19.6	18.9	17.2	17.3	15.0	13.2	17.2	17.3		
Mechanical power-transmission equipment (except ball and roller bearings)	11.7	12.3	10.6	11.5	11.0	10.8	12.3	12.5	11.4	12.4	11.2	9.8	10.3	11.5	11.2		
Miscellaneous general industrial machinery	9.3	13.2	10.9	11.1	10.9	11.2	10.4	10.7	9.3	11.8	11.0	11.1	11.3	10.8	10.8		
Commercial and household machinery	6.6	4.3	5.6	5.7	6.8	6.2	6.2	6.2	5.7	6.3	7.8	5.8	5.7	6.0	6.0		
Valves and fittings	12.9	13.6	13.7	13.4	11.9	14.6	15.4	12.5	12.5	12.2	14.9	13.2	11.3	13.6	13.1		
Fabricated pipe and fittings	(^a)	(^a)	(^a)	(^a)	17.3	17.9	16.9	15.7	12.8	16.3	14.9	20.0	12.9	17.2	16.1		
Ball and roller bearings	4.1	5.8	6.4	5.4	5.2	4.6	5.2	5.8	4.7	5.6	5.8	5.9	7.9	5.2	8.4		
Machine shops, general	12.9	13.6	13.6	13.3	12.0	13.7	12.1	13.1	13.7	15.4	15.5	15.4	13.1	13.1	15.1		
Electrical machinery:																	
Electrical industrial apparatus	6.0	5.7	5.0	5.6	4.8	6.0	5.0	6.0	6.1	6.8	6.8	6.2	5.4	5.5	6.5		
Electrical appliances	6.1	6.3	4.0	5.4	6.7	5.0	6.5	5.9	5.4	8.6	7.8	6.8	6.2	6.0	7.3		
Insulated wire and cable	12.5	20.6	16.6	16.6	17.2	15.1	14.5	9.8	9.6	13.4	15.7	10.2	11.8	14.0	12.2		
Electrical equipment for vehicles	2.5	4.0	2.2	2.9	2.9	2.6	2.6	2.1	2.4	2.7	2.4	2.6	2.6	2.5	2.5		
Electric lamps (bulbs)	(^a)	(^a)	(^a)	1.6	1.9	3.2	2.0	2.9	2.0	1.6	2.2	3.7	5.0	2.4	2.3		
Radio tubes	4.8	3.5	4.7	4.3	3.7	4.2	4.2	3.8	4.2	5.3	4.7	4.7	4.1	4.0	4.7		
Radio tubes	3.0	2.6	2.6	2.8	3.0	2.9	2.6	1.7	2.2	3.0	2.6	2.3	2.6	2.5	2.5		
Miscellaneous communication equipment	2.2	3.2	2.5	2.6	1.9	3.2	2.3	2.6	2.3	1.9	2.2	2.2	2.2	2.5	2.2		
Batteries	11.8	15.3	11.5	12.8	14.9	11.7	14.1	12.0	14.7	13.1	13.3	10.1	11.5	13.4	13.3		
Electrical products, not elsewhere classified	(^a)	(^a)	(^a)	2.4	4.4	11.0	3.4	9.5	3.6	5.6	5.4	4.2	3.2	7.1	4.9		
Transportation equipment:																	
Motor vehicles, bodies, and trailers	3.4	3.8	3.7	3.6	3.7	3.8	4.2	4.4	4.8	5.4	5.2	4.6	4.8	4.2	5.0		
Motor-vehicle parts and accessories	4.9	4.9	4.5	4.8	4.2	4.0	3.9	4.9	4.9	6.0	5.7	4.7	5.1	4.5	5.4		
Aircraft	2.1	1.9	2.0	1.9	2.3	2.2	2.2	2.4	2.7	2.8	2.8	2.9	2.9	2.1	2.7		
Aircraft parts	4.0	5.0	5.1	4.7	3.6	6.6	3.8	4.5	4.0	4.6	3.9	3.9	3.7	4.3	4.1		
Shipbuilding and repairing	12.3	11.4	10.1	11.3	13.8	15.1	15.8	16.4	15.3	16.3	17.6	16.3	14.3	15.6	16.5		
Boatbuilding and repairing	(^a)	(^a)	(^a)	(^a)	28.2	36.1	18.4	26.4	28.1	27.1	31.3	28.8	23.5	26.3	28.8		
Railroad equipment	7.0	4.9	6.9	6.4	6.3	8.5	7.4	7.4	6.1	6.8	7.1	7.0	6.4	7.4	6.8		
Instruments and related products:																	
Scientific instruments	2.2	2.8	1.9	2.3	1.9	1.6	2.6	2.7	3.5	3.9	3.6	3.0	3.4	2.2	3.5		
Mechanical measuring and controlling instruments	6.0	5.2	6.7	6.0	5.7	5.8	7.1	8.6	6.4	8.6	7.1	5.7	5.4	6.9	6.9		
Optical instruments and lenses	(^a)	(^a)	(^a)	4.5	4.0	4.7	4.4	3.9	4.4	6.3	6.3	5.1	3.0	3.9	5.5		
Medical instruments and supplies	7.4	10.7	7.8	8.6	8.5	9.7	6.6	7.1	10.4	10.4	7.2	8.4	11.4	12.6	9.1		
Photographic equipment and supplies	4.4	6.3	6.5	5.9	5.5	5.5	4.7	6.5	5.4	6.6	6.5	5.5	6.6	5.5	6.0		
Watches and clocks	(^a)	(^a)	(^a)	3.9	5.8	5.6	6.4	3.0	4.1	4.3	5.1	3.1	4.3	5.1	4.1		
Miscellaneous manufacturing:																	
Paving and roofing materials	(^a)	(^a)	(^a)	4.9	7.0	7.1	(^a)	7.0	10.4	13.1	12.0	7.2	7.3	5.7	10.7		
Jewelry, silverware, and plated ware	11.5	8.4	12.0	10.7	8.7	7.1	6.7	6.7	3.9	6.2	11.3	7.1	8.5	7.3	7.3		
Fabricated plastics products	19.6	18.7	20.4	19.6	14.7	17.2	15.9	18.7	16.5	18.1	14.0	15.2	15.3	17.1	16.5		
Miscellaneous manufacturing	12.8	10.9	12.3	12.0	12.7	13.0	12.3	12.0	12.6	14.5	13.0	12.1	11.4	12.6	13.1		
Ordnance and accessories	1.9	2.5	2.9	2.5	2.5	2.5	3.7	3.3	3.2	2.9	3.0	4.3	3.5	3.0	3.3		

¹ The injury-frequency rate is the average number of disabling work injuries for

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